

EPTec GROUP

DRUG AND ALCOHOL POLICY

POL-007

This policy applies to all Eptec employees, labour hire and contractors engaged by Eptec ("Eptec Workers") and any visitors ("Visitors") to Eptec sites or while performing any duties on behalf of Eptec.

Eptec recognises that alcohol or drug use can impair a worker's ability to perform work safely. The key principles of this policy are:

- The possession, soliciting, selling, distribution or consumption of illicit or non-prescribed drugs is prohibited on any Eptec site or while performing any duties on behalf of Eptec
- Eptec workers and visitors must not be under the influence of any:
 - Illicit drugs or alcohol whilst they are on any Eptec site, operating any Eptec equipment or while performing any duties on behalf of Eptec; or
 - Prescribed or non-prescribed drugs to a level where it could risk injury to any person, including the user.
- The possession and consumption of alcohol is prohibited:
 - In all Eptec vehicles and/or in any operational area under any circumstances
 - On any Eptec work site generally
- Any alcohol consumed at an Eptec hosted off site social event or business function must be always done on a responsible basis.

Eptec's Drug and Alcohol Testing Program (HSEQ-PRO-030) available in the Company's Integrated Business Management System (IBMS) outlines the procedure to be followed for Drug and Alcohol testing.

Eptec will:

- Provide appropriate awareness and/or training programs to employees on the effects of drugs and alcohol
- Undertake random Drug and Alcohol testing at any time and in any Eptec workplace.
- Conduct drug and alcohol testing of those involved in any workplace or where there is reasonable opinion that a worker may be under the influence of drugs or alcohol.
- Reserve the right to discipline any worker who breaches this policy or any statutory requirements, including, but not limited to, termination of employment.
- Immediately remove any visitors in breach of this Policy from the Eptec site.

All workers and visitors are required to comply with both Client and Eptec Drug and Alcohol policies and procedures, whichever is the more stringent.

Alcohol and drug dependency is a medical condition and workers found in breach of this Policy will be encouraged to seek confidential treatment and support from Medical Professionals and/or our Employee Assistance Provider (EAP). EAP information is posted on all Eptec notice boards or can be obtained confidentially from our P&C Business Partners or HSEQ Managers.


Piermatteo Nissotti
Acting co-CEO