

DRUG AND ALCOHOL POLICY

It is the policy of Piling Contractors Pty Ltd to provide a workplace that is free from hazards associated with drugs and alcohol and in doing so ensure the health, safety and welfare of all workers. Piling Contractors has a zero tolerance towards drug and alcohol in the workplace.

Workers must not present to work whilst under the influence of, or adversely affected by drugs or alcohol. No worker is permitted to work in any high risk environment if they have any drugs or alcohol present in their bodies. All workers may be subjected to random or 'for cause' drug and alcohol testing.

Workers who are found to be in breach of Piling Contractors drug and alcohol policy, including refusal to participate in random and scheduled testing, shall be subject to disciplinary action which may include written warnings and/or termination of employment.

It is a condition of employment that if a worker is taking a prescribed medication they must inform their supervisor and/or the safety advisor prior to commencement of their shift and prior to participating in the random testing program. Relevant managers and/or HR staff must be advised if a worker has an addiction that is likely to adversely affect their work performance.

Piling Contractors will provide assistance and rehabilitation to workers who have an alcohol or drug dependency by reference to medical assistance or counselling via the company Employee Assistance Program (EAP).

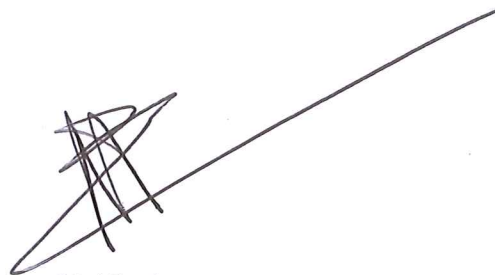
Workers attending any company sponsored or approved function shall be expected to comply with the responsible drinking guidelines and behave in an appropriate manner. Violent or aggressive behaviour, harassment, discrimination, bullying and the use of illegal substances shall not be tolerated. Any worker in breach of these conditions will be subject to disciplinary action.

It is the responsibility of each worker to attend the workplace in a 'fit' state. Further information and details are available via Piling Contractors Safe Work Procedure 017 – Fit for Duty. This is available via the company intranet for all workers to review.

Signed by:



Carl Voigt
Managing Director



Mal Rochester
National Safety Manager

Date: 18th August 2015

*Scheduled Date of Review: 18th August 2016