

Protech's purpose is to be a positive influence in people's lives and we are committed to ensuring our employees are returned home safe at the end of each day. This commitment is used to guide our acts and behaviours including operating in a manner that does not cause harm to our employees, clients, contractors, visitors and the communities in which we operate.

In taking all reasonable steps to minimise the risk of harm or injury in the workplace arising from the misuse of drugs and/or alcohol, all employees, contractors or visitors, at any Protech or Client site shall adhere with the following requirements:

- the use, sale, transfer or possession of illicit drugs/substances and the misuse of controlled substances known to cause adverse mental and / or physical effects is prohibited
- Whilst at work, blood alcohol limits SHALL be:
 - Working/driving on Client site/project/office – 0.00 in 100 millilitres of blood
 - Protech Office - 0.05 in grams, in 100 millilitres of blood
 - Driving a vehicle – 0.05 in grams, in 100 millilitres of blood
 - Sanctioned event – Drink Responsibly
- Consumption of alcohol as part of authorised company or work related events is voluntary and is never a condition of employment. Where a person has chosen to consume alcohol at such an event, they should do so responsibly.
- Where prescription medication may cause impairment, workers must notify their manager before undertaking any work
- Compliance with any related statutory or legislative requirements for certain occupations including but not limited to road transport, rail networks and mining operations
- Participation in any drug or alcohol testing regimes or requirements whilst at Protech or client offices or sites. These tests are conducted in accordance with the Australian Standard AS/NZS 4308.

Appropriate action will be taken for any breach of the requirements set out in this policy and supporting procedures up to and including termination of employment/contract.

While this Policy sets the minimum standard for all Protech workplaces, all employees working at or visiting other workplaces will abide by the policy and procedures of those workplaces, where their standard is more stringent.

Protech recognises that substance abuse is a health condition and will where practicable, look to work with affected persons to improve their lifestyle choices.

It is important for all employees to confirm the content and application of any existing site specific policies with reference to Drug & Alcohol prior to the commencement of work and/or the consumption of any substances covered by the policy. In instances where there is no site policy in place this Standard will function by default.

Marc Meili
Managing Director



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