DRUG AND ALCOHOL POLICY

KHG-POL-HSE-1070

At KHG Contracting Pty Ltd, our top priority is the health and safety of our employees and contractors.

We are committed to providing a secure working environment.

We recognize that the misuse of alcohol and other drugs can impair work performance, leading to industrial accidents and injuries.

KHG Contracting Pty Ltd is committed to providing an alcohol and drug-free environment for all employees at all locations. Accordingly, all employees acknowledge that no alcohol is to be consumed or any unprescribed -undeclared or illegal drugs used by employees during their working hours, including meal breaks.

Inappropriate use of alcohol and other drugs includes:

- Possession, use, manufacture, supply, or sale of illegal drugs at the worksite (e.g., marijuana, synthetics, any type of amphetamines, cocaine, opiates).
- Use of any drugs (including non-declared prescription or over the counter) that impairs an employee's ability to work safely and efficiently or affects attendance and behavior.
- Intoxication, Alcohol-Induced Unwellness or lack of sleep due to alcohol or drug consumption, leading to impaired work performance.
- Unauthorized possession of alcohol at work.
- Consuming alcohol, whether on or off the worksite, to the extent that it impairs an employee's ability to work safely and efficiently.
- All employees and subcontractors are responsible for ensuring they are fit, safe, and free from alcohol or drug impairment when they report to work.

ALCOHOL AND OTHER DRUG TESTING

The Company may conduct alcohol and drug testing as part of this policy. This includes pre-employment testing, daily pre-shift Breath Alcohol Concentrate (BAC), casual testing.

KHG Contracting has a “Zero” tolerance policies towards Positive Drug and Alcohol readings this is classed as serious misconduct (caused a serious and imminent risk to the health or safety of a person) warranting summary dismissal.

Wui-Lee Tan

Wui-Lee Tan
Executive General Manager

Review Date: 01/05/2024