

1.5. DRUG AND ALCOHOL POLICY

In fulfilling statutory obligation, PTC, as far as is reasonably practicable, will assess and monitor all workers' and contractors' fitness for duty on site to minimize the risk of injury, and ensure compliance to legislative requirements.

The objectives of this Drugs and Alcohol Policy are to:

- Provide a safe working environment by eliminating from the workplace hazards associated with individuals affected by alcohol and/or other drugs.
- Provide assistance through a range of preventive, educational and rehabilitation measures to overcome alcohol and other drug problems that could impair a person's performance or fitness for work.
- Direct workers who have or could be developing a dependency on alcohol or other drugs towards confidential worker assistance program.
- Provide a workplace which supports productivity and achievement of business objectives by minimizing the harmful impact of alcohol and other drug consumption.
- Ensure personnel deemed unfit for work as a result of alcohol or other drug misuse, are detected and dealt with in a fair and constructive manner.

The intention of this Policy is to change behaviours and awareness through education and training.

Where people are identified with an alcohol or other drug problem, assistance will be provided to help them to manage this issue.

A person who is dangerously affected by drugs or alcohol will not be allowed to work until that person can work in a safe manner and maybe instructed to leave the site.

Where the Company cannot be satisfied that the substance use is eliminated or controlled, by following agreed processes, the individual will be disciplined as per agreed processes.