

# ALCOHOL AND OTHER DRUGS POLICY



A Sterling & Wilson Group Company

GCo Solar is committed in providing a safe, healthy and secure environment for all our employees and for those affected by its operations and activities. The quality of GCo Solar work will not be compromised by the presence of people under the influence of alcohol, non-prescribed drugs or over the prescribed dose of prescription medication in the workplace.

The policy applies to all direct employees, agency and sub-contract employees whilst at their workplace and visitors to company premises or workplaces.

GCo Solar will undertake the following to ensure:

- GCo Solar work sites are a safe working environment by minimizing hazards associated with the inappropriate use of drugs and alcohol through pre-employment approved testing and onsite drug and alcohol testing procedures.
- Clients, employees and sub-contractors are made aware of GCo Solar's drug and alcohol procedures through inductions and ongoing training awareness sessions.
- Assistance is available to its employees and sub-contractors through a range of preventative, educational and rehabilitative measures to overcome problems associated with the inappropriate use of alcohol and other drugs.
- If personnel are considered unfit for duty through inappropriate use of alcohol and drugs, they are dealt with in accordance with the alcohol and other drugs procedure.
- Personnel shall not use, distribute, sell, or be in possession of or be impaired by drugs while on company premises or work sites except where the use or possession of drugs is lawful and prescribed by a medical practitioner.
- Personnel shall not use, distribute, be in possession of or impaired by alcohol while on any Company premises or work sites, except where the use or possession of alcohol is permitted by Executive Management or a Company Director in writing for a single specific approved social function.
- Where a person uses any drug lawfully prescribed by a medical practitioner and the use of that drug may in any way impair work standards that person has a duty of care to advise GCo Solar.
- Any information disclosed by a person is private and confidential and must not be disclosed to any other person unless that information is likely to harm other personnel in the workplace.

Philip Sheridan

Director