

# PIC

## DRUG AND ALCOHOL POLICY

**Pacific Industrial Company** acknowledges that Alcohol and other Drug abuse can have a detrimental effect on an employee's health and also on their ability to work safely and effectively. They may consequently endanger themselves, their fellow workers and the general public, along with exposing Pacific Industrial Company's business to an unacceptable risk.

Our employees will not be permitted to attend work whilst under the influence of alcohol, any illegal drug, or any type of medication, which may detrimentally impact on a person's ability to work in a safe and effective manner. Pacific Industrial Company may undertake drug and alcohol testing at any point in time on any work site.

Employees shall not be permitted to use, possess, distribute or sell alcoholic beverages, illicit or non-prescribed drugs. Lawful substances, such as prescription medications, shall not be used in an unlawful manner. The safe and responsible use and consumption of alcoholic beverages may be authorised by senior Pacific Industrial Company Management for official company functions, held in designated areas. The employee must notify Pacific Industrial Company's Management if they are taking any prescription medication that may impact on that person's ability to carry out their normal duties.

Company employees shall be prohibited from entry to any Pacific Industrial Company site if they are under the influence of alcohol or any other drug.

Pacific Industrial Company will make every endeavour to provide assistance and rehabilitation in the form of reference to medical help or counselling if an employee recognises there is a problem with alcohol or drugs and requests such assistance. Any employee that contravenes the objectives of this policy will be subject to disciplinary action.

Dated this 5<sup>th</sup> day of May 2020.

A handwritten signature in black ink, appearing to read 'Marco Mosole', is written over a light blue horizontal line.

**Marco Mosole**  
**Managing Director**