



## DRUG & ALCOHOL POLICY

### Objectives

IKAD Engineering values its employees highly and acknowledges its responsibility to provide a safe and healthy working environment for all employees.

It is recognised that many factors, such as fatigue, stress, medical conditions and the inappropriate use of alcohol and other drugs by an employee, can lead to major deficiencies in an individual's work performance and these can be contributing factors in many industrial accidents.

The Company believes that early intervention in cases of alcohol and other drugs misuse can motivate valuable employees to deal with situations which might otherwise jeopardise their careers.

This Policy sets out the Company's approach to addressing problems of alcohol and drug misuse and the steps to be taken to prevent such misuse affecting safety in the workplace.

### Strategy

IKAD Engineering will ensure that where there is a risk to health and safety from drug or alcohol misuse, effective control strategies will be implemented.

Such control strategies will focus on job performance and safety and will be implemented in conjunction with appropriate counselling.

### Implementation

The Drug and Alcohol Policy will be explained to all new employees at induction.

Workers are encouraged to report drug and alcohol problems that could present safety risks.

Suitable training will be provided, if needed, so that workers will know how to deal with drug and alcohol misuse appropriately.

Random drug and alcohol testing may be implemented by management from time to time based on a for cause testing regime.

Interventions in the case of safety-related drug and alcohol problems will be monitored and evaluated and followed up with further action if required a consequence employees and the company have a duty of care to ensure that they are fit for work and that the workplace is safe and free of unnecessary hazards.

This Policy applies to all the Company employees, contractors and subcontractors.

A handwritten signature in black ink, appearing to read 'I. Donjerkovich', is written over a horizontal line.

I. Donjerkovich  
General Manager  
October 2014

Next review – October 2015

