

DRUG & ALCOHOL POLICY

Reay Services Group is a pipeline construction, mining services, civil and trenching company that consistently delivers quality services to customers.

RSG Alcohol and Drug policy is for the mutual benefit of RSG and its employees. This policy seeks to comply with Federal and State Governments legislation regarding alcohol, drugs and safety generally and to support and work with any corresponding policy, and drug and alcohol policies adopted by RSG Clients.

RSG is committed to the well-being of its employees, and to enabling its employees to perform their work in a manner which is both productive, and does not jeopardise their own safety or the safety of others.

The use, possession, distribution or sale of controlled substances such as drugs or alcohol, being under the influence of such controlled substances (drugs and alcohol) and/or testing positive for alcohol or any illegal drug is strictly prohibited while on duty, while on Company premises, work sites and while operating the Company's equipment or vehicles.

RSG employees who have been prescribed prescription drugs by a medical physician must supply details of their medication to their RSG Supervisor and Client HSEQ department prior to commencing work. The employee shall not commence work until they receive confirmation from either the RSG Supervisor and/or Client HSEQ department that they are deemed fit for work. When attending a function as a representative of RSG, employees are expected to conduct themselves responsibly within the bounds of RSG policies.

RSG employee's must not:

- Consume alcohol, or be under the influence of alcohol while driving/ travelling to and from their place of employment, whilst on the workplace or travelling to and from their principal place of residence;
- Consume excessive amounts of alcohol while on shift. (It is deemed acceptable to consume alcoholic drinks during recreational time off, provided the employee conducts themselves responsibly within the bounds of Client or RSG provided camp accommodation rules).
- Conduct themselves in an unacceptable manner while wearing company uniforms to an establishment selling and/or serving alcohol beverages, example: bottle shop or hotel; and
- Park outside an establishment selling and or serving alcohol in an RSG site vehicle

RSG reserves the right to drug and alcohol testing for employees on a random or with cause basis. And any refusal to participate in random or with cause testing will be deemed as a positive result.

Any breach of this policy will be viewed as serious misconduct with grounds for disciplinary action and may result in immediate termination of employment or subcontractor agreement.

For more information refer to WHS-PRO-005 Fitness for Work Procedure.

This policy shall be reviewed on an as required basis and in accordance with QMS-REG-018 – HSEQ Audit Schedule.

Brett Reay
Managing Director

