

DRUG AND ALCOHOL POLICY

At **Northerly Group Australia Pty Ltd and Northerly SDA Pty Ltd** we have a zero-tolerance policy with regard to people dangerously affected by alcohol and/or drugs in the workplace.

A person who is dangerously affected by drugs or alcohol will not be permitted to work until that person can work in a safe manner.

The decision on a person's ability to work in a safe manner will be made by the safety committee or on projects with no safety committee, by a body of at least equal numbers of employee/employer representatives.

There will be no payment for lost time to a person unable to work in a safe manner.

If the inability to work in a safe manner occurs once the person shall be given a written warning in the form of a Non-Conformance and the person shall be made aware of the availability of treatment/counseling. If the person refuses help, they may be transferred or dismissed the next time they are dangerously affected.

For the purposes of disciplinary action, a warning shall be effective for a period of 12 months from the date of issue of the Non-Conformance.

A person having problems with alcohol and/or drugs:

- Will not be sacked if they are willing to get help.
- Must undertake and continue with the recommended treatment to maintain the protection of this program.
- Will be entitled to sick leave or leave without pay while attending treatment.



Michael Lawson – Managing Director

Date: 20.07.2023

