

POLICY

CORP-HSE-POL-003

Drug and Alcohol Policy

Energy Power Systems Australia Pty Ltd (EPSA) prohibits the possession, use or distribution of illicit drugs or non-prescribed controlled substances, the misuse of intoxicants or the unauthorised use or misuse of alcohol and prescribed drugs by any person on any EPSA premises or by EPSA employees or contractors while at work at any location.. This policy applies to all EPSA employees and contractors while at work in any location.

Our 'Values and Behaviours' statement reflects our expectations: Safety and Wellbeing – First and Always.

Employees and contractors are required to:

- Understand and comply with this policy and any associated procedures at all times while working for or representing EPSA;
- Let a manager or the HSE Manager know if they reasonably suspect that someone is not complying with this policy;
- Advise their manager or the HSE Manager if they are undergoing prescribed medical treatment or using over the counter medications that may affect their fitness to work in a safe manner; and
- Abide by the law with respect to drugs and alcohol at all times whilst working for or representing EPSA.

EPSA:

- Reserves the right to conduct searches of the person, possessions, vehicles and other property of its employees, agents or subcontractors while on EPSA premises or worksites. EPSA also acknowledges the right of a customer to conduct any such searches on premises or worksites managed by such customer; and
- Reserves the right to request employees and contractors to undergo testing by a suitably qualified person for the purpose of testing for alcohol or drugs where there is reason to suspect the person may be affected by these substances, or after the person has been involved in a serious safety incident.

Any employee or contractor who is reasonably suspected of not complying with this policy will be removed immediately from the worksite, and if it is established that non-compliance has occurred, the employee or contractor may be subject to disciplinary action up to or including termination of employment.

EPSA recognises alcohol or drug dependency as a treatable condition. Employees who suspect they have an alcohol or drug dependency are encouraged to seek professional advice and treatment and EPSA will provide reasonable support insofar as is practical during rehabilitation. EPSA encourages employees to utilise the services of the EPSA Employee Assistance Program.

EPSA's employees and contractors are required to abide by this policy as a condition of their employment or engagement.

EPSA's management team is accountable for the implementation of this policy and associated procedures.



Chris Murray
Managing Director

17 March 2023

Document Information

Key Information

Owner	HSEQ Manager
Business unit	HSEQ
Filename	CORP-HSE-POL-003 Drug and Alcohol Policy
Date of next review	17 March 2024
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Document version history

Prepared by	Document Owner	Rev	Authorised by	Date of Release
Lance Deighton	HSEQ	1	Chris Murray	21 January 2021
Lance Deighton	HSEQ	2	Chris Murray	22 February 2022
Lance Deighton	HSEQ	3	Chris Murray	17 March 2023

Revision Change Details

1.0	New document format - Reviews Changed to Annually
2.0	Reviewed no changes
3.0	Reviewed no changes