



**GBTK**  
**Drug, Alcohol and Smoking Policy**

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**Purpose**

GBTK (GBTK Pty Ltd, GBTK AUSMAINT JOINT VENTURE Pty Ltd and GBTK PLANT HIRE Pty Ltd ) is committed to providing a safe and healthy work place for all employees, contractors and visitors.

This Drug, Alcohol and Smoking Policy communicates the action that we will take to ensure the safety and wellbeing of our employees, contractors, suppliers, clients, customers and the communities associated with our business.

Working under the influence of drugs and/or alcohol is a breach of stated aims of the Safety and Health Policy and each employee's contract of employment.

**Objectives**

We will therefore:

- Develop and communicate standards for the management of Drugs, Alcohol and Smoking;
- Conduct random, blanket or for-cause testing for alcohol and other drugs across all workplaces and adopt a zero tolerance approach to non-compliance with our standards;
- Increase awareness of the harmful effects that smoking, alcohol and the improper use of drugs can cause in the workplace and to the individual by inclusion of the subject into the site induction program;
- Include in all induction programs information regarding the availability of referral and treatment services to overcome abuse of such substances;
- Where appropriate, provide assistance to help reduce addition or dependency on drug, alcohol or smoking; and
- Where dedicated smoking areas are established they shall be located such that environmental tobacco smoke does not impact on non-smokers and comply with legislation.

**Commitment**

This policy applies to all GBTK personnel, contractors and visitors affiliated with GBTK Pty Ltd or GBTK Projects Pty Ltd, across all projects and operations, at all times.

The Directors are committed to ensuring the availability of resources as necessary for implementation of this policy and will hold management accountable for its implementation.

Signed on behalf of the Director/s

Adrian McRae

12/05/2021

Name

Signature

Date