

Drug and Alcohol Policy

10000-HSS-POL-002

Revision D



OGP Group is committed to continuous improvement.

Our Commitment

OGP is committed to achieving a healthy and safe working environment for our employees. As such, we recognise that alcohol, drug and other substance abuse by employees can have serious adverse effects on their own health and the safety of others. As such, all employees must not:

- consume alcohol or be under the influence of alcohol while working.
- use or possess illegal drugs at any time in any workplace; or
- drive a vehicle, having consumed alcohol or suffering from the effects of illegal
- substances.

If a co-worker suspects another to be affected by drugs or alcohol, they must inform their supervisor immediately.

OGP will not perform work in a workplace controlled by Others where the alcohol and drug policy and the requirements are less stringent than OGP.

No employee will be allowed to work under the influence of drugs or alcohol at any time.

Employees undergoing prescribed medical treatment with a controlled substance that may affect the safe performance of their duties are required to report this to their supervisor.

All issues pertaining to these matters shall be kept strictly confidential.

A breach of this policy may initiate appropriate action including the termination of employment or subcontractor agreement.

Responsibility for implementation of this policy lies with the Managing Director.

Our company is committed to ensuring that all employees are aware of the dangers of drug and alcohol abuse and the potential dangers they impose in the workplace.

A handwritten signature in black ink, appearing to read 'Janik Soysa', positioned above the printed name.

Janik Soysa.

A handwritten signature in black ink, appearing to read 'Gary Dagnes', positioned above the printed name.

Gary Dagnes.

Directors
OGP Group Pty Ltd
February 2022

OGP Group is a provider of a wide range of services, technologies and products to the infrastructure and engineering industries. Our activities include design, supply, manufacturing, installation, commissioning, and maintenance.