

## Alcohol & Drugs in the Workplace Policy

Perfect Group is committed to providing a safe workplace for our employees, subcontractors, suppliers, clients and associated stakeholders. For this reason, it is our objective to maintain a work environment in which the safety and the optimum performance of employees is not adversely affected by the use of alcohol or other drugs.

Under all State and Territory and Federal Occupational Health and Safety Acts, Perfect Group has an obligation to provide a safe working environment. As such, employees, subcontractors, suppliers, clients and associated stakeholders engaged on a workplace controlled by Perfect Group are not to be under the influence of alcohol or drugs during working hours and must at all times carry out their duties and responsibilities in a safe manner.

Where applicable, Perfect Group will also comply with the requirements of a client or principal contractor's alcohol and drug policy and fitness for work program.

Employees, subcontractors, suppliers, clients and associated stakeholders who arrive at a Perfect Group workplace under the influence of alcohol or drugs will be considered unfit for work. If you are taking prescription medicine that may have an adverse effect when driving or operating machinery or that may be detected during a random drug and alcohol test, you are required to notify the relevant Perfect Group supervisor. All workers under Perfect Group must have a blood alcohol limit of 0.00 with no traces of illicit drugs in their system.

Please note that Perfect Group reserves the right to introduce drug and alcohol testing for employees on a random or with cause basis.

Any breach of the above policy will be viewed as serious misconduct with grounds for disciplinary action and may result in immediate dismissal.

## Review

This Policy will be reviewed every 12 months and when required by changes in legislation, or when company operations require it. If altered, workers will be consulted and notified of changes.



Signed:  
(Luke Hamblyn, General Manager)

Date: 01/12/2022