

DRUG & ALCOHOL POLICY

Wilmot Pipelining is committed to the health, safety and welfare of its employees, visitors and those who may be impacted by our operations and activities. Part of this commitment is to ensure at all times our employees are in a healthy and alert state and not under the influence of alcohol, non-prescribed drugs or over the prescribed dose of prescription medication in the workplace and are able to undertake their tasks in a safe manner, without the possibility of causing injury to themselves, others or damage to property.

The company recognises the inherent risks associated with drug use, alcohol abuse and abuse or misuse of other substances and this policy is designed to eliminate these risks from workplaces and their surrounding environments.

The company is committed to:

- All employees must have a zero breath and blood alcohol limit (0.00%) at the commencement of duty and at all times whilst on duty.
- All employees are prohibited from being under the influence of drugs, prescribed or other.
- All employees are prohibited from possessing or using illegal drugs at the workplace.
- All employees are prohibited from consuming alcohol whilst on duty and at meal breaks.
- Smelling of having consumed alcohol will be deemed as having consumed alcohol and afford the same testing and breaching.
- Employees are not to wear company uniforms to any establishment where it may be construed they are drinking an alcoholic beverage whilst on duty.
- An employee who is using medication, legally prescribed or other, that may impede performance must report the use of same to their supervisor before commencing duty.
- The responsibility of all employees to report to their manager/supervisor any incidents or occurrence where it is suspected an employee is under the influence of drugs or alcohol.
- The company reserves the right to conduct blanket, random and fitness for work breath and drug testing whenever it deems it appropriate in order to detect the presence of alcohol or drugs.
- The company reserves the right to request an employee to undergo tests for the presence of drugs and/or alcohol.

It is every employee's responsibility to take reasonable care of the health and safety of others in the workplace and ensure their performance and actions are not impeded by the use of drugs, prescribed or other, and/or alcohol and that Managers and Supervisors enforce this Policy in a sensible and sensitive manner.

Breaches

The company reserves the right to send an employee home on unpaid leave where drugs and/or alcohol may be suspected until such time as medical tests and an investigation is completed and the employee deemed fit for work.

Breaches of the articles as listed above, will be considered gross misconduct and may result in instant dismissal.

We also extend our Policy to all our suppliers and subcontractors to apply the same principles in actively pursuing our quest for workplace health and safety on behalf of our company.



Andrew Wilmot
Chief Executive Officer
March 2020



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