



Alcohol and Drugs Policy

GEOCONSOL

Geoconsol is committed to fostering sustainable engineering practices through a robust Integrated Management System (IMS) based on **ISO 9001, ISO 14001, and ISO 45001** standards. This policy applies to all **GEOCONSOL** employees with respect to drinking alcohol, taking drugs or abuse of other substances. The aim of this policy is to help create a safe and healthy workplace, and to comply with site, industry and legislative requirements.

Our policy requires our staff that:

- All staff must be always in a fit state to carry out their work duties and must not be adversely affected by alcohol or impairing substances, nor possess or consume illicit drugs.
- A zero drug and alcohol limit are applied for anyone conducting fieldwork or operating equipment.
- Any alcohol consumption within our premises is to be restricted to an area designated for this purpose with the express or implied consent of management.
- Employees are encouraged to maintain good health and wellbeing through suitable lifestyle balance. Assistance will be provided to workers who proactively declare a drug or alcohol problem.
- Employees should inform their supervisor of any medication they are taking that they know or ought reasonably to know might affect their performance.
- **GEOCONSOL** supports alcohol and drug screening where there is a site, client or industry requirement including pre-employment, on a reasonable suspicion, or following an incident. A Project Manager may also introduce random testing for a particular project where a risk assessment warrants. Alcohol and other drug testing will be conducted according to AS/NZS 4308.
- An employee suspected of being adversely affected by drugs and alcohol, or returning a positive screen, or refusing to participate in testing, will be removed from the workplace, and not permitted to return before a subsequent negative sample is returned.
- If an alcohol or other drug is in excess of prescribed limits or project requirements, based on the facts of the situation including the employee's role requirements, the employee may be subject to disciplinary action, possibly including suspension and/or termination.
- Privacy will be maintained while addressing issues relating to alcohol and drug misuse.

This policy serves as a framework to guide decision-making and demonstrates Geoconsol's commitment to health and safety at the workplace in delivering impactful engineering solutions.

CEO, Australia
December 2024

