



# DRUG & ALCOHOL POLICY

Winslow is committed to providing a safe and healthy working environment. Winslow recognises that alcohol or drug misuse will impair an individual's ability to perform work safely.

It is the policy of the company to protect its employees, its assets, the community and the environment in which it operates from hazards arising from alcohol or drug misuse in the workplace.

This policy applies to all employees, contractors, labour hire companies and other relevant stakeholders engaged to work on Winslow sites and the HSE department will have oversight of this policy.

The company has a **ZERO TOLERANCE POLICY** towards all employees testing positive for illegal substances in their system. Consequently, Winslow requires the performance of its employees, contractors and others to be unimpaired by drug or alcohol misuse whilst on Winslow premises, sites or performing work for Winslow.

The illegal or unauthorised consumption, sale or possession of illegal drugs or paraphernalia or being under the influence of drugs or alcohol whilst on Winslow premises or sites is strictly prohibited.

Random and cause related drug and alcohol testing will be undertaken on Winslow sites and premises.

Any person employed to work on a Winslow site that tests positive for illegal substances or refuses to undertake a test during the course of their employment will be dismissed or disqualified from working on a Winslow site in accordance with this policy.

This policy does not prohibit any person employed to work on a Winslow site from the lawful use and possession of prescribed medications. They must, however, consult with their treating doctors about the medications' effect on their fitness for duty and ability to work safely, and they must promptly disclose any work restrictions to their supervisor, or their line manager and the person must not misuse or abuse their prescription and pharmacy medications.

Persons engaged to work on Winslow sites must be aware of the effects (including potential effects) of the consumption of alcohol while taking prescription and pharmacy medication

Any person employed to work on a Winslow site that is proved to be involved in the sale or trafficking of illegal substances on the site or any Winslow premises will be dismissed from Winslow immediately and the incident reported to the Police.

Winslow views drug or alcohol dependency as a medical condition and encourages any employee with a problem to seek confidential support and rehabilitation treatment from an appropriate medical clinic.

Employee's Consent for a Drug and Alcohol test is a precondition of employment with Winslow Group of companies consistent with its commitment to provide as far as is practicable a safe and healthy working environment for all its employees.

**TREVOR LOCKWOOD**  
**Chief Executive Officer**

Date: 07/07/2023

