

Alliance Geotechnical is committed to providing a safe and healthy work environment. We recognise the inherent risks associated with drug use, alcohol abuse, and abuse or misuse of other substances. This policy is designed to eliminate these risks from workplaces and their surrounding environments by clearly stating that:

- *the possession, soliciting, selling, distribution or consumption of illicit or non-prescribed drugs is prohibited.*
- *employees must not be under the influence of illicit drugs, non-prescribed drugs or alcohol when conducting company business.*
- *the consumption of alcohol is prohibited in vehicles or within any company operational areas unless authorised by Senior Management as a social event.*
- *where Company-hosted social and business functions are held, the consumption of low alcohol beverages may be permissible.*

Alliance Geotechnical Management will, at the request of an employee:

- *provide reasonable assistance including a structured rehabilitation program without any fear of reprisal to the individual.*
- *provide appropriate awareness and or training programs to employees on the effects of drugs and alcohol.*
- *encourage, in consultation with employees and others, at nominated workplaces, random drug and alcohol testing. The company reserves the right to conduct drug and alcohol testing of those involved in a workplace incident or accident.*

Alliance Geotechnical reserves the right to discipline any employee, which may include summary dismissal if a breach of this policy or any statutory requirements occurs. All employees are responsible for ensuring adherence to this policy.



Thomas Dale
Managing Director