



Drug and Alcohol Policy

RiE Group aims to conduct our operations without placing people's health or safety at risk.

This policy forms a basis of the employee's safety and the well - being all persons involved with the organisation and who enters our premises. The safe operation of all machinery, tools, equipment and tasks are dependent upon the employee attending work in a drug and alcohol free-state and maintaining this state while at work. Any breaches of this policy will be dealt with using the disciplinary process. Instant dismissal may apply based on circumstances, for use of non-prescribed drug or alcohol consumption while on duty.

All Employees are responsible for:

- Being free from the influence of alcohol or prohibited drugs while working
- Not being in the possession of alcohol or prohibited drugs whilst working
- Advising management prior to commencing work if required to take any prescribed medication
- Reporting immediately to your supervisor any concerns that you may have with regard to the actions or performance of any other persons which may affect the safety of any other persons on the premises
- Consenting to random drug or alcohol testing as deemed necessary by management.

A handwritten signature in blue ink, appearing to be 'Jamie Short', located below the list of responsibilities.

General Manager: Jamie Short
Date: 10 August 2016