



TECHNICAL SAFETY
CONSULTANTS
— SAFETY GUARANTEED —

Alcohol and drug Policy Statement

- TSC, provides a work environment which aims to ensure the Health, Safety, Respect and productivity of all employees with prior emphasis on prevention is better than cure.
- TSC acknowledges that the use of Drugs and Alcohol may impair an individual's capacity to perform their job safely, efficiently and with respect for work colleagues and customers.
- The organizational level control has been imposed on using Drugs and Alcohol and its ill effects were discussed as a part of compulsory topics while employee induction.
- TSC has an obligation under work health and safety legislation to provide a safe work environment and always follow the code of construction and drug/alcohol prevention as a priority.
- TSC policy is that employees must not be under the influence of alcohol or drugs when performing any work duties for the Company, at the workplace or otherwise, including (but not limited to) the circumstances set out below. Employees must not commence work or return to work whilst under the influence of alcohol or drugs and strict disciplinary actions were imposed to curtail the illicit trade and working under the influence of Alcohol and Drugs.

SMOKING

- TSC observes no smoking policy in all premises, including in Company vehicles. Should employees wish to smoke, they are to do so away from the Company premises and on their own break times, not during working hours.

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