

Drug and Alcohol Policy.

DC Resourcing is committed to providing a safe and healthy work environment for all of its Employees. As part of this commitment, DC Resourcing seek to ensure that personnel under our supervision are not adversely affected by the use of alcohol and/or drugs which would impair their ability to safely undertake work. DCR's Drug and Alcohol limit is Zero (0.00%).



Key Objectives:

- To provide a safer workplace by eliminating the risks to health and safety that might be caused by the use of alcohol and/or other drugs.
- Outline the consequences if an employee is found to have breached this Policy.
- Comply with obligations of the State and Federal Government Acts, Regulations and Guidelines.

Obligations of an Employee, or Visitor:

Employees and Visitors must not:

- Consume, possess, cultivate, manufacture or sell/supply alcohol or other drugs in the Workplace.
- Use any prescription/non prescription drug, unless it is used strictly in accordance with a Doctor or other professional's advice in accordance with the product directions.
- The workplace includes but is not limited to DC Resourcing's Offices, Work Sites, third party sites and cars.

Employees and Visitors must comply with all requests made for the purposes of implementing this Policy including any request to:

- Submit to testing or medical examination
- Provide a sample (urine, saliva or breath)
- Release test results to DC Resourcing or testing agency
- Answer questions
- Complete documents
- Cooperate with testing procedures
- Comply with procedures that DC Resourcing imposes on an individuals return to the workplace, and
- Comply with all requests in respect to alcohol and other drugs when working in another company's workplace.

Testing:

DC Resourcing may test for alcohol and/or other drugs in the following circumstances:

- Post incident
- For-cause testing (that is, DC Resourcing knows or suspects that an individual has breached in a way which has caused or may cause risk to safety)
- Random testing

Policy Breaches, Consequences and Support:

- If any employee breaches this Policy they may be refused entry into DC Resourcing's workplace.
- DC Resourcing may provide support to employees who breach this Policy
- Individuals suspected to be in breach of this Policy shall not be permitted to continue working on any DC Resourcing Site until they are assessed as being fit for work.

Dylan Cross

Hussein Salem