

## Drugs & Alcohol Policy

Callen Constructions' commitment in relation to this policy will incorporate, at the company's discretion, the following key points:

- Ongoing employee consultation.
- Ongoing training and education.
- Counselling assistance and rehabilitation.
- Pre-employment drug screening.
- Random drug and alcohol testing.
- Post incident drug and alcohol testing.
- For-cause alcohol and drug testing.

Callen Constructions is committed to providing a safe and healthy workplace for all its personnel; one of the cornerstones of this commitment is Callen Constructions' policy to ensure compliance with all requirements in relation to the safety of its workforce.

Callen Constructions is committed to the health and wellbeing of its employees in all areas that may affect their ability to perform in a productive manner, which does not jeopardise their own safety and the safety of others in the workplace.

Callen Constructions aims to create a mentality amongst all its employees and subcontractors, that the attendance of work under the influence of alcohol or drugs, inhibiting the performance of work duties efficiently and possibly cause harm to self, others, or the general public is unacceptable.

Callen Constructions maintains a **zero blood-alcohol level** and **drug-free workplace** policy, all employees are encouraged and expected to have a **zero blood-alcohol** content and be free from the influence of other drugs whilst at work.

Callen Constructions considers that on all its work sites, due the nature of the work involved and legislative compliance considerations, it is appropriate to take additional steps to mitigate the risks of drugs and alcohol in the workplace. Callen Constructions will dedicate resources to identification and monitoring of alcohol and or drug misuse. The company will therefore provide independent workplace drug testing, at its own discretion, to assist in the conduct of a continuing program.

The drug and alcohol policy will be reviewed biennially, or sooner, to reflect changes in the company and relevant OHS legislation.