



DRUG AND ALCOHOL POLICY

At Elgas, we are committed to providing a safe, healthy and productive working environment for all our personnel which includes employees, contractors and their employees, agency personnel and visitors.

Drugs and alcohol adversely impact on people's abilities and judgements which then diminish the safety, health and productivity of other people in our business, our customers and the general public. This situation is not acceptable.

Elgas will continue to utilise a variety of processes to test, detect, confirm and remove personnel who are affected by drugs or alcohol in any Elgas workplace, or Elgas customer site.

Additional testing may occur in pre-employment medical assessments, and as part of an incident investigation.

FOR ALL PERSONNEL, THE ACCEPTABLE LIMIT FOR DRUGS AND ALCOHOL IS NIL AND 0.00% BAC RESPECTIVELY.

Every individual is responsible for their health and fitness for work each day, which includes being free of drugs and alcohol.

Drug or alcohol dependency may be part of a medical condition, and educational materials, confidential support and counselling / treatments are available on request.

A handwritten signature in blue ink, appearing to read "John Evans".

John Evans
Head of Elgas