



DOCUMENT CONTROL					
Document #	POL-003	Revision	0	Date	17 th Jul 18
Document Name	Drug & Alcohol Policy	Reviewed By	GF/DK/PK		
		Approved By	As Signed		

Guardian recognises that abuse or misuse of drugs and alcohol by company employees, or third-party personnel may impair their ability to perform their duties which may result in serious and adverse effect on their competence, safety and service provided.

This policy applies to all Guardian employees and third-party personnel who are engaged to carry out work on all worksites.

Whilst engaged by Guardian, the following is strictly prohibited:

- The possession, soliciting or consumption of prohibited and non-prescription drugs.
- Being under the influence of drugs or alcohol whilst at work.
- Bringing any alcohol or drugs onto company vessels or premises.

Drug and Alcohol testing may be conducted under any of the following circumstances:

- During the job application process.
- When there is reasonable suspicion a person is under the influence of drugs and/or alcohol.
- When a person is directly involved in an on-the-job accident.
- As part of a random testing program instituted by Guardian or Client.

Guardian has a 0.00 limit for BAC result all personnel on Guardian work sites.

All medications and prescribed drugs must be supported by a letter from their medical practitioner stating the type and quantity of drug/s that the individual is taking and that they are 'fit for work'.

Any employee, contractor or third-party personnel taking prescribed and/or non-prescribed drugs must declare this to the Guardian representative upon boarding any company vessel or site.

Failure to comply with the requirements of this policy may result in disciplinary action.

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