

Drug and Alcohol Policy

GVM acknowledges its responsibility to provide a safe and healthy work environment for all employees, and to ensure as far as practicable that all employees are fit to carry out their work safely and productively at all times. GVM's objective is to prevent accidents by eliminating substance abuse in the workplace and to ensure relevant Acts and Regulations are understood and addressed.

It is a requirement that GVM Security Guards shall not consume alcohol or prohibited drugs whilst working on company premises, in company cars, or at any time while acting in paid employment of the company. Being affected by alcohol or drugs at work, particularly in risk environments, can seriously compromise the health, safety and welfare of employees and the general public, and can also impair a GVM Security Guard's ability to perform their work competently and professionally. Furthermore, inappropriate or unlawful conduct arising out of alcohol or drug use may expose GVM to legal liability in some circumstances.

GVM will not tolerate employees possessing, selling, distributing or consuming prohibited drugs whilst on duty. Similarly, no alcohol or illicit drugs should be consumed immediately prior to commencing duty. Security Guards taking prescription drugs that are not recommended to be taken whilst driving a car or operating heavy machinery must notify their supervisor in advance of their scheduled shift(s).

Failure to comply with this policy may result in disciplinary action, which may lead to termination of employment.

Definitions

- Prohibited drug:** Those drugs which are prohibited according to Schedule 1 of the Drug Misuse and Trafficking Act 1985. Examples include alkoxy-amphetamines, cannabis, heroin, isomethadone and LSD.
- Prescription drug:** Drugs which are prescribed by a medical practitioner and issued by a pharmacist.