



DRUGS & ALCOHOL POLICY

Complex Solutions is committed to providing a safe workplace for our employees, subcontractors, suppliers, clients and associated stakeholders. For this reason, it is our objective to maintain a work environment in which the safety and the optimum performance of workers is not adversely affected by the use of alcohol or drugs.

Under the WHS Act, Complex Solutions has an obligation to provide a safe working environment. As such, employees, subcontractors and suppliers engaged on a workplace serviced by Complex Solutions are not to be under the influence of alcohol or drugs during working hours and must at all times carry out their duties and responsibilities in a safe manner.

Where applicable, Complex Solutions will also comply with the requirements of a client or principal contractor's alcohol and drug policy and fitness for work program.

Employees, subcontractors, suppliers and associated stakeholders who arrive at a Complex Solutions workplace under the influence of alcohol or drugs will be considered unfit for work. If the worker is taking prescription medicine that may have an adverse affect when driving or operating equipment or that may be detected during a random drug and alcohol test, relevant Complex Solutions Supervisor or Operations Managers must be notified.

Complex Solutions reserves the right to introduce drug and alcohol testing for workers on a random or with cause basis. Any breach of the above policy will be viewed as serious misconduct with grounds for disciplinary action and may result in immediate dismissal or termination of the service agreement.

Ash Jones
General Manager
January 15th 2021