



DRUG AND ALCOHOL POLICY

Enviroline NZ Ltd is committed to the safety of all personnel engaged in its services and has a duty of care to provide a safe working environment to all staff, visitors, contractors and the public who may be affected by its activities.

Employees and contractors have a reciprocal duty to care for their own safety and the safety of their fellow workers and members of the public.

To this end, Enviroline NZ Ltd recognises, the misuse of drugs and alcohol is a significant community problem which can have a serious impact on the safety, health and decision-making capability of its employees and contractors – and therefore, on Enviroline NZ Ltd's operations.

Enviroline NZ Ltd remains firmly committed to fostering a workplace culture where employees and contractors recognise it is unacceptable to work under the influence of alcohol and drugs.

We recognise Health and Safety is everyone's responsibility and all employees must share in the commitment to act safely at all times, for their own welfare and the welfare of others employed at Enviroline NZ Ltd.

SIGNATURE: <i>M. Maden</i>
DESIGNATION: <i>Director</i>
DATE: <i>20.05.2013.</i>