



DRUG AND ALCOHOL POLICY

A.M.Y. Nominees Pty Ltd is committed to providing and maintaining a safe and healthy workplace for all workers (including contractors and volunteers) as well as clients, visitors and members of the public. Working while under the influence of Drugs and Alcohol will not be tolerated by AMY Nominees or its entities as it exposes those under the influence and those working around that person to physical, verbal and mental risks.

PURPOSE

The purpose of this policy is to produce a framework to set expectations regarding drug and alcohol use, monitoring and detection in the workplace.

POLICY

AMY Nominees has two distinct working environments currently. An office environment mainly encountered by AMY Nominees staff and a Mining Environment which is subject to rules and regulations external to that of AMY Nominees.

Office Environment (NOT on a mine site)

AMY Nominees and entities require all staff to NOT be under the influence of drugs and alcohol while at work. If an employee is suspected of being under the influence due to erratic or concerning behaviour, management reserve the right to ask that employee to take part in a Drug and or Alcohol test. A positive result, or refusal to take the test may result in disciplinary action and or termination of employment. Exceptions to the above may occur on occasions only where it may be deemed acceptable for limited intake during working hours. In these exceptions, the most senior officer should be notified and take responsibility of their staff for the remaining working hours.

Mining or related environment

Any AMY Nominees or entity staff will not consume alcohol during working hours at a mine or related site. Consumption of Non-Prescription drugs will not be tolerated at any time while working at a mine site. Mine sites will subject all employees and staff to regular and random alcohol breath checks to which all employees and staff must take part. A positive test result or refusal to take a test, may result in disciplinary and/or termination of employment.

Name:	Bill Ryan	Position:	General Manager
Signature:	BRYAN	Date:	22 May 2020
Review date:	30.June 2021		