



Kingsgate
Consolidated Limited

KINGSGATE CONSOLIDATED LIMITED

Drug and Alcohol Policy

Kingsgate Consolidated Limited is committed to providing a safe and healthy workplace for all employees, contractors and visitors. The primary purpose of this Drug and Alcohol Policy is to identify, remove and/or control the potential causes of accidents and health hazards that may occur in the workplace. Kingsgate Consolidated places the utmost importance on the health and safety of its workforce.

The scope of this Kingsgate Consolidated Drug and Alcohol Policy is to maintain a safe and healthy workplace and to reduce risk to its employees, due to problems with alcohol or other drugs. This policy and its procedures apply to all people who enter Kingsgate Consolidated Limited, i.e. employees, contractors and visitors.

Employers have a duty to ensure that employees are not subject to unnecessary hazards. Part of this “**duty to take reasonable care**” relates to taking practical steps to ensure employees are both competent and in a fit state to work safely to minimize risks to themselves and their work mates. Kingsgate considers that the implementation of drug and alcohol testing should be available to its people as part of the **duty of care responsibilities**.

Each and every employee has a duty of care to take reasonable steps to ensure their own safety and that of their workmates is not compromised. All employees are legally obligated to be in a fit state for work and to work safely. The excessive use of alcohol, or the use of drugs, which results in a person not being able to perform their job safely, is a breach of this duty of care.

Kingsgate Consolidated Limited believes that no one should report for, or be at work, if their capacity to work is, in their opinion, impaired due to alcohol or drugs. If any employee believes that he/she may have a drug related substance and/or alcohol dependency, it is his/her responsibility to seek help by discussing it with his/her Supervisor, Head of Department or the General Manager. Counseling and rehabilitation, if required, can be arranged on a confidential basis.

(Phil MacIntyre)
Chief Operating Officer
Kingsgate Consolidated Limited

(Gavin Thomas)
Chief Executive Officer
Kingsgate Consolidated Limited

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