

## Drug and Alcohol Policy

SOLAR MECHANICAL SERVICES have a duty of care to all employees, contractors, and visitors to provide a safe and healthy working environment.

Where the behaviour of an employee, contractor or visitor is influenced by alcohol and/or drug use and this behaviour is improper, unsafe or constitutes a risk to themselves or others, this behaviour must be addressed immediately by any employee.

### Scope

This policy applies to all SOLAR MECHANICAL SERVICES locations, work related functions, including off site functions and any extended invitation where SOLAR MECHANICAL SERVICES is represented by invitation.

This policy may be overridden by other alcohol and/or drugs policies that apply to individual activities and/or groups working on specific projects.

### Roles & Responsibilities

- SOLAR MECHANICAL SERVICES Management are responsible for the implementation of this policy in their area of responsibility and have the authority to act immediately should they have the need to do so.
- All SOLAR MECHANICAL SERVICES employees, contractors and visitors will ensure that they are fit for work and their work performance is not impaired by the misuse of alcohol and drugs (including over the counter drugs) and must not endanger their own safety or the safety of any other person.
- SOLAR MECHANICAL SERVICES Management retain the right to perform mandatory and random drug & alcohol testing, post incident and test for cause. A refusal to participate in a test will be considered a non-negative test result.

### Disciplinary Action

A breach of this Policy will result in immediate suspension from duties and SOLAR MECHANICAL SERVICES management investigating and applying its disciplinary policy.

David Scarcella  
Chief Executive Officer

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