



## TOBACCO, ALCOHOL AND DRUGS POLICY

Wasco promotes a drug free workplace and will not condone the presence of any illegal drug or substance on its premises or any work sites. The premises of Wasco comprises of the inside and outside of our buildings, including the car park areas and areas surrounding the building.

Smoking is not permitted in all enclosed areas of any building. If an employee wishes to smoke, the employee must go outside and 4 metres from the entrance of the building to smoke or in designated smoking areas.

Employees are prohibited from bringing, storing or consuming alcohol on the premises, other than those authorised by Wasco management. In all official occasions hosted by Wasco, where alcohol is provided, employees are expected to drink responsibly.

Employees are prohibited from using, dealing and supplying illegal drugs or substances on the premises or working whilst under the influence of any illegal drug or substance. Employees should note that illegal drug activities are sufficient grounds for instant dismissal. Wasco will report any illegal drug activities to the police.

Any information provided to the Company relating to a breach, or potential breach, of this policy will be thoroughly investigated internally and, when reasonable grounds exist, by external authorities. The Company guarantees confidentiality of such information and anonymity of the informer.

Wasco takes no responsibility for employees' actions under these circumstances.

Mel Whyte  
President  
Wasco Australia

09 March, 2017

