



## ALCOHOL AND DRUGS POLICY

Wasco promotes a drug and alcohol-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 comprise of the inside and outside of our buildings, including the car park areas and areas surrounding the building.

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.

The consumption of alcohol in a Wasco vehicle is strictly prohibited.

Driving whilst under the influence of alcohol, or illegal drug or substance is strictly prohibited.

Employees are prohibited from using, dealing, or supplying illegal drugs or substances on the premises or working whilst under the influence of alcohol, or any illegal drug or substance. All employees may be required to undergo a drug or alcohol test at any time whilst in the workplace. Employees should note that illegal drug activity is sufficient grounds for instant dismissal. Wasco will report any illegal drug activity 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

24 May 2025

