



Drug and alcohol policy

BOC are committed to providing a safe, healthy and productive working environment for all our personnel which includes employees, contractors and their employees, agency personnel and visitors.

BOC recognised that the abuse of alcohol and drugs is a community issue and that its prevalence within our workforce is potentially representative of the broader community. However, we also recognise that substance abuse can seriously affect the safety of our people, their morale and work performance and hence is clearly unacceptable.

We have therefore established this policy to ensure our requirements are clearly defined. This policy applies to all BOC employees, contractors and visitors to BOC premises in the South Pacific and the key elements of BOC's Drug and Alcohol policy are detailed below:

- All individuals have a responsibility to ensure they are not affected by alcohol or drugs to the extent that it impacts on work performance or safety
- BOC view drug or alcohol dependency as a medical condition and offer assistance to employees by facilitating access to educational material, confidential support and counselling/treatment.
- BOC may require that drug and alcohol testing be undertaken in the following circumstances:
 - Pre-employment or pre-placement medical examinations: or
 - Immediately following a major incident
- Testing will be carried out by an independent external service provider
- BOC employees and contractors engaged on customer sites are required to comply with their respective requirements

BOC has produced guidelines and specific site-based policies to assist in the consistent implementation of this policy. This policy is to be read in conjunction with these policies.

We will actively implement this policy to ensure we maintain a safe workplace for the benefit of all.



Binod Patwari
RBU Head South Pacific