



Graphene Manufacturing Group

Drug and Alcohol Policy

At Graphene Manufacturing Group we are committed to achieving a healthy and safe working environment for our employees and people affected by our activities. We recognise that the use of drugs, alcohol and medication can potentially have an adverse effect on job performance, the work environment and the safety and health of our workplace.

At GMG we have zero tolerance for any drug or alcohol taking while at work and any unacceptable behaviour including being under the influence of drugs or alcohol whilst at work. To support this policy investigation procedures may be used which include pre-assignment testing, random testing, reasonable cause testing and post incident testing.

To support this policy GMG will undertake testing in alignment with the Drug and Alcohol Management Procedure, detection of substances may result in consequences up to and including termination of employment. This Policy prohibits the use, possession, distribution, purchase or offering for sale drugs, controlled substances, alcohol, and prescribed medications not authorised for personal use.

Through implementation of this Policy and associated procedures we aim to:

- Protect employee health and wellbeing;
- Prevent drug and alcohol-related incidents;
- Promote a safe workplace environment;
- Encourage safe and positive behaviours;
- Discourage drug and alcohol misuse.

The use and consumption of alcoholic beverages is limited to the places and times authorised by the Managing Director in accordance with applicable laws and regulations.

This Policy applies to GMG Employees, Contractors, Sub Contractors, Consultants and Visitors to a GMG workplace or whilst conducting work on behalf of GMG. Implementation of this policy is supported by a Drug and Alcohol Awareness program.

Craig Nicol

Founder and Managing Director
Graphene Manufacturing Group
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