

# Drug & Alcohol Policy

Under the Occupational Health and Safety Act of 2011 Thorburn Australia has an obligation to provide a safe working environment for all employees. Consequently, being affected by drugs or alcohol will not be tolerated whilst performing duties for Thorburn Australia.

Thorburn Australia will maintain a smoke-free environment for all.

This policy will apply to all staff, contractors and suppliers of Thorburn Australia regardless of their location, duties or situation.

Thorburn Australia recognises the social acceptability of alcohol and tobacco and does not intend to enforce regulations on those who enjoy these responsibly. We will not, however, allow any circumstances in which safety is compromised.

This policy is endorsed by the company Director on 10 June 2011.



**Shane Thorburn**  
**10 June, 2011**