

DRUG & ALCOHOL POLICY

The management of GreenTec Recruitment are committed to the following principles in relation to Drugs and Alcohol.

- We wish to contribute to an attractive and safe workplace with a healthy work environment for all employees in the company, and to ensure GreenTec Recruitments continued good reputation.
- We wish to establish and maintain a work environment free from the adverse effects of alcohol and unauthorised drugs as well as the misuse of legitimate medicines.
- GreenTec Recruitment operate a total ban of alcohol and unauthorised drugs during hours paid by GreenTec Recruitment, including standby hours.
- Everyone on Company assignment must be able to act and perform their duties in a safe and professional manner and must, at any time, be able to respond to an emergency situation. Being under the influence of alcohol or drugs that may cause mental difficulties and/or impair physical performance cannot be tolerated.
- It is the responsibility of our Senior Leadership team to ensure rules related to Drug & Alcohol Policy, Code of Conduct and testing procedures are known by all persons and complied with at all times.
- Any abuse of alcohol and/or drugs must be prevented, and any suspicion of potential problems must be dealt with carefully, yet firmly.
- Violation of the Drug & Alcohol Policy will have consequences. A refusal to participate in drug and alcohol tests, by any employee will be considered as a positive test result. Further, any violation will be considered a breach of the contract of employment, entitling the company to immediate dismissal of the employee, regardless of any other provisions contained in the contract of employment.