



Drilling Consultant Services Pty Ltd
Trading as

DCS Pty Ltd

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Drugs & Alcohol Policy

POL-DCS-D&A-001

Effective Date: 1/1/14

Reviewed:

DCS has a zero tolerance policy in relation to Drugs and Alcohol consumption by sub-contractors and employees whilst they are engaged by DCS. There is a zero tolerance towards the consumption of drugs or alcohol, whilst working in the field, travelling to and from the field and whilst attending offices and training commitments.

The consumption of alcohol or drugs by any sub-contractor or employee involved in DCS managed operations will be treated as gross misconduct, a serious violation of this policy and cause for disciplinary action, including termination of employment for just cause without notice or pay in lieu of notice.

DCS will not allow a person to commence work or to remain on a DCS premises or worksite whenever there is reasonable cause to believe that a person has consumed alcohol, has ingested illicit drugs or is improperly using prescription or “over the counter” drugs, such that there is any risk whatsoever that such person’s ability to conduct himself and to discharge his functions properly and safely is impaired.

The expectation of DCS management and that of all of our clients is that all our supervisors set the highest standard of safety in the industry and any breach of the Drug and Alcohol Policy will be cause for immediate action by management.

David W. Sturrock

Managing Director

DCS Pty Ltd

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All printed documentation is considered uncontrolled.

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