

At Vertech Group Pty Ltd our most important value above all other business objectives, is to care for each other and those around us. Accordingly, the highest standards of Health and Safety responsibility are executed throughout the business, and in the delivery of our products and services.

Our Commitment

Vertech Group is committed to providing a safe and healthy working environment for all employees, clients and visitors. We hold people and the safety of our people at the core of our business.

We recognise the adverse effects of alcohol or other drugs can all be significant factors in workplace incidents and injuries. We also recognise that certain activities and workplaces within Vertech Group offer higher levels of risk and therefore require additional management controls.

Our Objectives

- Ensure all Vertech Group employees are free from the adverse effects of alcohol or other drugs when on Vertech premises or engaged in work for Vertech.
- Ensure those work activities that are recognised as presenting additional risks are adequately controlled.
- Encourage behaviour and attitudes that maintain a safe and healthy workplace.
- Offer support through the Vertech Employee Assistance Program.

Our Responsibilities

It is the responsibility of all Vertech Group employees to comply with this policy and ensure they are fit to perform their working duties at all times without risk to the health and safety of themselves and others.

Refusal to undertake a drug and alcohol tests will amount to a breach of this policy and may result in withdrawal of any potential employment offer or termination of current employment. Any positive results identified through testing could result in Vertech taking actions that may include suspension with or without pay, and/or termination of employment.

Where a client's Drug and Alcohol Policy requirements exceed our own, those standards will be adopted and communicated to all relevant employees.



Tom Brennan - **Managing Director**

Vertech Group Pty Ltd