



Random Alcohol and Narcotics Testing Policy

Company Policy No: 14SA
Company: Greencastle Solutions Ltd
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Review Date: April 2027

Random Alcohol and Narcotics Testing Policy

1. Purpose

- 1.1 The purpose of this policy is to promote a safe, healthy, and productive working environment by setting out the Company's position on random alcohol and drug testing in the workplace.

2. Policy Statement

- 2.1 The Company is committed to ensuring a workplace that is free from the risks associated with alcohol and drug use.
- 2.2 To support this commitment, the Company may conduct random alcohol and/or drug testing where operationally justified. Such testing will be performed in a fair, objective, and non-discriminatory manner, with full respect for employee rights to privacy and dignity, and in compliance with applicable labour laws and regulations.

3 Consent and Testing Procedures

- 3.1 By accepting employment with the Company and/or through agreement to its workplace policies, employees provide consent to be subjected to alcohol and/or drug testing where required.
- 3.2 Testing may include, but is not limited to:
- Breathalyser tests
 - Saliva screening
 - Urine screening
 - Other recognised and approved testing methods

4. Refusal to Undergo Testing

- 2.1 While testing is voluntary, an employee's refusal to submit to alcohol and/or drug testing when reasonably requested may result in a negative inference being drawn.
- 2.2 This is especially relevant in situations where:
- There is reasonable suspicion that the employee is under the influence of alcohol or drugs;
 - The employee occupies a safety-sensitive position; or
 - The refusal hinders or obstructs an investigation into suspected misconduct.

- 2.3 A refusal to comply, and any inferences drawn from such refusal, may be considered in any subsequent disciplinary proceedings.

5. Disclosure and Confidentiality

- 5.1 Employees are encouraged to proactively disclose the use of any prescribed medication or medical conditions that may affect test results.
- 5.2 All test results and disclosures will be treated with strict confidentiality and managed in accordance with the Company's data protection and privacy standards.

6. Review and Amendments

This policy may be reviewed and amended from time to time at the discretion of the Company, in consultation with relevant stakeholders and in accordance with applicable laws.

7. Compliance

It is the employee's responsibility to contact management should he/she have any queries.