

Drug and Alcohol Policy



GSS Group
ABN: 12 668 595 382
F01/122 Studio Ln, Docklands VIC 3008

Date: 03/02/2026
Review: 01/02/2027

GSS Group is committed to providing a safe and healthy working environment. GSS Group recognizes that alcohol or drug misuse will impair an individual's ability to perform work safely. It is the policy of the company to protect its employees, assets, the community and the environment in which it operates from hazards arising from alcohol or drug misuse in the workplace.

Consequently, GSS Group requires the performance of its employees, contractors and others to be unimpaired by drug or alcohol misuse whilst on any site or performing work for GSS Group. The illegal or unauthorized possession, consumption, sale or being under the influence of alcohol or illicit drugs during working hours is prohibited.

GSS Group views drug or alcohol dependency as a medical condition and encourages any employee with a problem to seek confidential support and treatment. Any employee found to be in breach of this policy shall be subject to discipline in accordance with the employee's contract of employment.

GSS Group – Advice to Employees, Contractors and Others Associated with GSS Group Sites

Why have a drug and alcohol policy?

GSS Group is committed to providing a work environment which is as safe and healthy as possible. If there is a situation where alcohol or other drug misuse may contribute to potentially significant safety, legal or performance events, the Company must act responsibly to protect its employees, operations, customers and the community in which it operates.

Is there a concern about drugs and alcohol in GSS?

GSS Group recognizes that alcohol and other drug misuse is a growing problem in our society, affecting all socio-economic groups. No organization can presume to be immune from the potential impact of alcohol and other drug misuse. It is prudent and necessary to implement a comprehensive program to manage this potential. The primary aims are prevention and early detection when treatment is most likely to be successful.

People can have drugs and alcohol in their systems and not be impaired. GSS Group requires that you present yourself for work, unimpaired by alcohol or drugs of any kind. GSS Group concern is your ability to do the job safely and well every day during the term of your employment.

Indicators that an individual may have a problem:

- Using alcohol or other drugs on an almost daily basis;
- Using more than you used to;
- Binge drinking on days off;
- Continuing to drink or use other drugs knowing that it makes some problems worse, e.g. family relationships, work, physical and mental health;
- Being under the influence in situations where you know its dangerous, e.g. operating machinery, driving, looking after children;
- Family or friends commenting on your drinking or drug use;
- Finding it hard not to drink alcohol or use drugs.

ASSISTANCE

If you have any concerns about your use of alcohol or other drugs, or feel you can no longer cope without them, you need professional assistance. Should you feel you have a problem and require assistance contact Muhammad Mukhtar (Managing Director) on 0418 928 241 to discuss your options. All discussions are confidential.

Endorsed by:

Imran Mukhtar

Managing Director February 2026

A handwritten signature in black ink, appearing to be 'Imran Mukhtar', written over a horizontal line.