



ARE

## DRUGS AND ALCOHOL POLICY

### **POLICY STATEMENT**

It is the policy of this company to ensure that we fulfil our obligations as an employer under health and safety legislation by ensuring that workers do not place their own health and safety or the health and safety of others at risk. To achieve this, we are committed to providing and maintaining a working environment in which workers are not exposed to hazards arising from the use or abuse of drugs or alcohol either in the workplace or in other circumstances which may adversely affect the health and safety of themselves or others at work.

### **AIMS AND OBJECTIVES**

We will strive to ensure that all workers engaged by this company (either as employees or contractors) are in a fit condition to safely carry out their work, and that workers are not impaired in any way by the effects of drugs or alcohol use or abuse. To achieve this, no person will be allowed to enter a workplace or carry out work while suspected of being under the influence of or suffering from adverse effects of alcohol or drugs.

Instances of wilful abuse of substances, whether legal or illegal, or trafficking of substances that are illegal and/or detrimental to the safe conduct of work are prohibited, and are cause for immediate termination of employment and removal from the workplace of the person or persons involved.

### **RESPONSIBILITIES**

All workers must comply with this drugs and alcohol policy when in a workplace covered by this policy. Workers must not exceed the blood alcohol content (BAC) limits set by the company when on or in company workplaces. Random alcohol screening may be carried out to enforce this policy, as will testing of any person reasonably suspected to be affected in any way by alcohol use, and offenders subject to immediate appropriate disciplinary action. Workers must advise their supervisor if they are using any medication, and whether taking (or failing to take) the medication is likely to affect their safety or the safety of others at the workplace.

The consumption of alcohol while at work is not permitted, except for authorised work functions when consumption of alcohol is sanctioned by senior management of the company, who will ensure that adequate supplies of low alcohol and non-alcoholic beverages (including water) are available. All persons attending such functions are expected to consume any alcohol in a responsible and socially-acceptable manner.

Any use of illicit drugs or misuse of legal drugs will be considered as rendering a person unfit for work. Random drugs screening and/or testing may be carried out of any person reasonably suspected to be adversely affected in any way by drug use to enforce this policy, and offenders subject to immediate appropriate disciplinary action. Possession or trafficking of illicit drugs will result in immediate dismissal and removal from company workplaces.

GROWTH  
RESPECT  
INNOVATION  
TEAMWORK

WE  
ARE  
GRIT

**Creating exceptional experiences  
for all our customers.**