



Drug & Alcohol Policy

Employees under the influence of Drugs or Alcohol are not fit for work.

If an employee is suspected of being under the influence of Drugs or Alcohol, they are not able to work, and are to be escorted for Drug & Alcohol testing.

In the case of a test being positive for Drugs or Alcohol, the employee is:

- Not able to return to work until a clear test is returned
- Issued with a written warning
- Provided counselling on Drugs & Alcohol and fitness for work
- Offered rehabilitation

As part of our employment process, employees are to sign an Authorisation for Medical Evaluation, giving authority to request Drug & Alcohol testing where required. As part of the employment procedure, employees are made aware of our Drug & Alcohol Policy.

Site policies and rules relating to Alcohol and Drugs are to be adhered to at all times.

We will continue to educate employees on the dangers of Drugs and Alcohol in the workplace.

Signed

A handwritten signature in black ink, appearing to read 'G. Humphreys', is written over a light grey background.

(Grant Humphreys)

14/12/2015