



Drug and Alcohol Policy

The company is committed to providing a healthy, safe and productive working environment for its employees and contractors. The company recognises the impact that both alcohol and drugs may have upon an individual's ability to work safely and, as such, the company aims to ensure a working environment free from the inappropriate use of substances and alcohol where all employees and contractors are able to carry out their duties in a safe and efficient manner.

The company will take all reasonable steps to reduce, if not eliminate, the risk of injuries or incidents occurring due to individuals suffering from the effects of alcohol or substance abuse.

This policy applies to all employees including management and is designed to prevent problems created in the workplace by inappropriate alcohol consumption and by drug usage. The company will undertake and regularly review risk assessments to identify and assess the risks associated with drugs and alcohol consumption and abuse. Matters concerning alcohol or drug misuse will be kept confidential as far as practicable though in certain circumstances it will be required to inform managers, occupational health services and other persons involved in implementing internal rules and procedures.

The company prohibits the drinking of alcohol by employees in the workplace or on company business other than reasonable drinking of alcohol in connection with approved social functions.

Employees who are prescribed by their doctor drugs that may affect their ability to carry out some of the duties or that may appear positive in a test must immediately discuss this issue with their Manager. Special consideration will be given in these circumstances after a risk assessment has been undertaken to consider the impact on the company as part of its duty of care to the employee and all other employees and contractors.

Additionally, employees who believe that they have an alcohol and/or drug problem should speak to their manager or HR and seek specialist help as soon as possible on a voluntary basis. The company recognises that in certain circumstances an alcohol or drug problem can be an illness.

