

ALCOHOL AND/OR DRUGS POLICY

CA&I Pty Ltd is committed to conducting its activities in such a way to provide an environment which protects the health and safety of all persons in and around the workplace from incidents or injuries arising from the use of alcohol and / or other drugs.

Work Health and Safety (WH&S) issues can arise if a worker's ability to exercise judgement, coordination, motor control, concentration and alertness is impaired by the influence of alcohol and / or other drugs.

To meet the requirements of this policy, CA&I will implement the following;

- Create a "ZERO TOLERANCE" approach and culture at the workplace amongst all employees, where it is unacceptable to be under the influence of alcohol and / or other drugs.
- Provide education and information about the ways in which alcohol and/or other drugs can affect health and safety.
- Conduct random alcohol and/or other drugs testing on all who are present in the workplace to ensure fitness for work
- Take action where there is a problem of employees presenting themselves for work, or being at work while under the influence of alcohol and/or other drugs by removing that person from the workplace to avoid accident or injury to that person or other persons in and around the workplace.
- Prohibit the consumption or use, and possession of alcohol or drugs at all CA&I's work places.
- Provide support services for employees with issues pertaining to alcohol and /or other drugs.
- Where practicable ensure employees are able to seek early treatment, counselling and return to work.
- Where alcohol is to be provided by CA&I at a work-sponsored function, it will be provided in a properly authorised and in a responsible manner



Martin
Hunter
Director

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