

## **APPENDIX B - Drug and Alcohol Policy**

The consumption of alcohol or drugs which directly impair an individual's physical and mental capabilities is such a serious threat to the safety of all personnel that it cannot be tolerated in the working environment. The abuse of alcohol and drugs will be prevented by:

- Informing all personnel including contractors, visitors and service providers of the Contractor's policy on alcohol and drug abuse, by means of an induction talk and providing a copy of the safety rules when they first start work/visit the site.
- Informing personnel of their responsibility to report any use of prescribed medication which may affect their ability to work safely.
- Refusing to admit personnel under the influence of alcohol or drugs onto the worksite.
- Placing responsibility on supervisors to report any known or suspected abuse as soon as it occurs.
- Preventing personnel found to be affected by drugs and/or alcohol from operating machinery, equipment or vehicles and removing them from the worksite as soon as possible.
- Ensuring that personnel dismissed from the site for drug and/or alcohol abuse are not eligible to return to any of the Contractor's sites.
- Ensuring that the secure storage and use of acceptable substances such as industrial spirits or medicinal drugs are strictly controlled.
- Maintaining an awareness throughout the workforce of the dangers of alcohol and drugs, particularly in the work place.