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Drug & Alcohol Policy v2

WHS-POL-001

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1 PURPOSE

This policy aims to maintain a work environment free from the effects of alcohol/drug abuse. This policy applies during working hours to all employees of the Company while they are on Company premises or elsewhere on Company business.

2 APPLICATION

Mawsons recognises that drug or alcohol abuse by an employee or contractor can expose the individual, fellow workers, the general public and Company property to unacceptable risks. It is the Company's responsibility to provide reliable and safe service to our customers and a safe working environment for our employees and contractors. It is imperative that employees and contractors attend to their duties in an alert, safe and efficient manner at all times.

Mawsons policy is to ensure that no employee, contractor or visitor enters or remains on company sites, customer sites or in control of a company or contractor vehicle while under the influence of a drug or alcohol.

It is the policy of Mawsons that employees and contractors shall not be involved with the unlawful possession, use, sale or transfer of any drugs or narcotics in any manner that may impair their ability to perform assigned duties or otherwise adversely impact on the Company's business.

Mawsons prohibit the possession or consumption of alcohol on Company sites unless approved by the relevant manager.

Mawsons will encourage the counselling, treatment and rehabilitation of employees and contractors who have problems with alcohol and drugs.

4 DOCUMENT HISTORY

Revision	Date	Amended By	Reason for Change
0	09/11/2007	J Mawson	Document created.
1	18/04/2011	J Mawson	Document revised
2	23/07/2019	B Hildebrand	Document format changed and issued for use