



## ALCOHOL AND DRUGS POLICY

Steelstruct is committed to providing a safe, healthy and productive workplace.

We acknowledge that Alcohol and other Drug abuse can have a severe effect upon employee's abilities to perform safely and effectively and as a consequence endanger themselves, their fellow workers and the public, along with exposing an unacceptable risk to the company business operations.

Our employees will not be permitted to perform any task whilst under the influence of Alcohol, Prescription Drugs or Illegal Drugs.

Employees shall not use, possess, distribute or sell alcoholic beverages, illicit or non-prescribed drugs or misuse legitimate prescription drugs whilst at work. An employee must notify the company if they are taking any prescription medication. All staff members that drive Company owned vehicles are reminded of the Drink Driving Laws within the respected states and are fully responsible for any consequential for breaches of this policy.

Our employees are prohibited from entry to any company or client site if they are under the influence of alcohol or any other drug. If an employee is involved in a workplace incident and/or the company has reasonable grounds to believe that an employee is under the influence of alcohol or drugs in the workplace, the company reserves the right to perform drug and alcohol tests. The company reserves the right to perform random alcohol and drug tests on any employee.

All Drug & Alcohol Testing and management will be conducted in accordance with AS/NZS 4308:2008; AS 4760:2006 and our internal company procedures.

Our organisation will make every endeavour to provide assistance and rehabilitation in the form of referrals to medical help or counselling if an employee recognises there is a problem with alcohol or drugs.