



DRUG & ALCOHOL POLICY

ASPP-002

ASPLUM is committed to providing a work environment for its workers, clients and visitors, that is safe and without risks to health and safety. The misuse or abuse of alcohol and other drugs represents a significant risk to both employers and employees in terms of increasing the likelihood of workplace incidents/near misses, absenteeism and other individual costs.

OBJECTIVE

ASPLUM aims for a work environment in which the safety and performance of workers is not adversely affected by the use of alcohol and other drugs.

POLICY

Workers must not perform work duties under the influence of alcohol or any other drug, except where the drug is legally prescribed by a registered medical practitioner for the purposes of treating a medical condition.

Work duties include those:

- At the ASPLUM compound or off-site job
- When operating plant or equipment
- When driving company vehicles

Where a worker is on prescribed medication that may impair their judgement or performance, they must notify their supervisor and work will be modified to accommodate the impairment.

On occasion, ASPLUM may host after hours, off duty, social functions where the Manager may permit limited alcohol consumption.

Where a worker arrives at work and appears not to be in a fit state to carry out their normal duties, ASPLUM reserves the right to remove the worker from the work site and seek advice from a medical practitioner on the employee's fitness for duty.

Supervisors and workers are obliged to ensure that no person commences or continues duty if that person appears affected by alcohol, illegal drugs or medication that may lead to a health and safety risk.

Confidentiality is to be strictly observed in these matters. A breach of this policy will lead to disciplinary action and may result in the termination of employment of an infringing employee.

A handwritten signature in blue ink, appearing to read 'RH'.

Ron Hughes - Manager Asplum & Civil 05/05/2020