

Drug and Alcohol Policy

Purpose

Safety is our priority. The Drug and Alcohol Policy and procedures will support Coates Civil Pty Ltd company safety vision, values and goals and Code of Conduct.

Policy statement

Civil Pty Ltd is a drug and alcohol free workplace. All workers (employees and subcontractors) are required to be drug and alcohol free whilst at work.

A drug and alcohol free workforce is defined as:

- **For Alcohol:** Less than 0.02% blood alcohol concentration, and
- **For Drugs:** Any level of drug less than the cut off levels stipulated by Australian Standard AS/AZS 4308.

An employee, contractor or consultant reporting to work or undertaking work with drug and/or alcohol levels above these standards will be subject to counselling and/or discipline action. Serious or on-going breaches may result in dismissal.

A worker will not be allowed to enter or work on any project if the person is under the influence of alcohol or any other substance which impairs the worker's work or is likely to create an unsafe working environment.

No alcohol is to be consumed in company vehicles at any time.

The Operations Manager may if he/she has a reasonable suspicion that a worker is under the influence of alcohol or some other foreign substance, direct the worker to leave the work site. If the worker refuses to leave the Project, the matter will be referred to the Managing Director.

Workers who are on prescription medication should consult their doctor about the possible effects prior to driving.

Authorised by:



Nathan Coates

Managing Director

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IMS Policy Drug and Alcohol Policy

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