

## Alcohol and Other Drugs Policy Statement

Clyne & Bennie Plumbing has a duty of care to provide a safe workplace for all employees. The Health & Safety at Work Act 2015 and the health and safety of all staff is the prime consideration in developing this policy. Clyne & Bennie Plumbing is committed to providing and maintaining a safe and healthy workplace and to ensuring that staff, contractors and the public are not exposed to unacceptable risk in the workplace.

The aim of this policy is to reinforce Clyne & Bennie's commitment to safety, by ensuring that all employees understand what their individual responsibilities are when it comes to alcohol and drugs use and their ability to perform required safety sensitive duties. Clyne & Bennie will also strive to both protect and maintain the privacy, safety and confidentiality of all staff in the application of this policy.

Consumption of alcohol and other drugs in the workplace while performing your duties is strictly prohibited. Clyne & Bennie takes a zero-tolerance approach to alcohol and other drugs use in the workplace, which will be treated as a serious misconduct issue (a breach of Health and Safety), and dealt with under the organization's Disciplinary Policy.

To ensure compliance to the policy and safety in the workplace alcohol and other drug testing will be carried out for:

- Pre-employment
- Pre-Promotion/Transfer
- Post Incident/Near Miss
- Reasonable Cause
- Random
- Return-to-Work/Rehabilitation

Drugs tested for will include Opiates, Amphetamines, Methamphetamine, Cocaine, Benzodiazepines, Cannabinoids amongst others noted in Clyne & Bennie's procedural and supporting documentation, alcohol or similar substance containing ethyl alcohol and any other psychoactive substances that can affect the ability to carry out duties in safety sensitive roles and safety critical areas.

While Clyne & Bennie Plumbing shall endeavour to provide support to employees who have dependency issues by offering appropriate guidance and assistance in arranging treatment, all employees will be aware that the responsibility for attending treatment and rehabilitation program rests with the employee themselves.



Martin de Gouw  
Director



James Cowles  
Director