

DRUG AND ALCOHOL POLICY

“We are committed to managing the risks that improper use of drugs and alcohol may pose to safety, security and efficiency in our workplaces.”

Core principles

- No-one is to put themselves or anyone else at risk as a result of the use of alcohol or drugs including prescription medication
- Personnel suspected of being adversely affected or who have tested positive are not allowed to continue working in the workplace until they are assessed as fit for work
- All personnel are empowered to act or intervene where there is a threat to the health, safety or wellbeing of anyone in the workplace
- We ensure controls are effective and efficient in both prevention and detection.

To achieve these principles we ...

- ensure that we comply with all relevant legislation, codes of practice, and Australian and industry standards
- maintain a company-specific Drug and Alcohol Procedure which reflects the requirements of this Policy
- ensure all personnel comply with this policy and Leed's standard operating procedures, including the Drug and Alcohol Procedure
- undertake daily breath testing for alcohol, and random and for cause drug and alcohol testing and monitor for signs of substance abuse including prescription medication
- provide our leaders and team members with relevant education and training to improve their awareness, knowledge and practices
- identify, report, investigate and resolve all incidents and take action to prevent recurrence
- provide support and guidance to individuals in relation to drug and alcohol testing and fitness for work processes
- maintain all relevant documentation to demonstrate compliance and facilitate process improvement
- ensure that our suppliers and subcontractors operate within the same framework.

Leadership commitment

I am committed to ensuring that this policy is communicated, understood, accepted and successfully implemented.



Andrew Millar
MANAGING DIRECTOR