

## Drug & Alcohol Policy

R & L Hiab Transport have a duty of care to provide a healthy and safe work environment to all persons performing work and/or acting as a Company representative, free from any adverse effects of drugs or alcohol during the course of performing duties within their role at work.

Whilst undertaking all work duties the policy consists of:

- No alcohol or drugs for the purpose of personal consumption/storage/distribution/sale should be consumed/stored/distributed/sold at the workplace
- Workers are prohibited from the operation of equipment, machinery and/or vehicles if they have consumed or taken alcohol and/or drugs unless prior to the commencement of work, management has been provided the confirmation from the workers medical practitioner, that the taking of prescribed/non-prescribed medication does not affect the workers ability to perform work safely and does not breach any prescribed legal limits
- Workers who attend business or work related social functions where alcohol is served should ensure that they observe responsible consumption in regard to their behaviour and legal driving responsibilities
- R & L Hiab Transport will conduct drug and alcohol testing to support this policy. This policy will include both random and "show cause" testing. Workers who test positive to drugs or alcohol will be declared unfit for work and required to participate in a remedial plan to return to work free from drugs or alcohol.

Employees may face disciplinary procedures including termination if they:

- Recklessly place the health and safety of themselves and/or other persons at risk
- Repeatedly test positive to drugs or alcohol
- Refuse to participate in the random testing process
- Refuse to participate in remedial process

  
**Stirling Thomson**

**Managing Director**

**Date: 17<sup>th</sup> January 2021**