

ALCOHOL and DRUG POLICY

Policy Statement

Alcohol and drug abuse can have significant health and economic impact in the work environment.

Our commitment is to maintain a safe workplace by monitoring and responding, to prevent the effects of impairment associated with the use of substance(s) likely to impact employees and others with whom we come into contact.

Dalycrete will:

- Maintain an alcohol- and drug-free workplace.
- Prohibit the possession, use or distribution of illegal substances at the workplace. If the use of prohibited substances is identified the matter will be reported to the appropriate Authorities.
- Ensure that this Policy applies uniformly to all employees, subcontractors and visitors.
 - We will not accept any person onto our worksite who is under the influence of alcohol, illegal or misused drugs.
- Provide an alcohol and drug awareness education program through our Fitness for Work and Health & Safety practices.
- Ensure the program meets applicable Regulations, Standards and Codes in effect at the time.
- Consult with employees, contractors and visitors (via induction, training and education), defining their individual responsibilities.
- Test employees for substance use if required, with a fair and appropriate response.
- Support alcohol or drug testing programs maintained by our Clients.
- Conduct post-incident testing if there is reasonable belief that performance is affected by alcohol, illegal or misused drugs.

Personal responsibility:

- We are all accountable for our own performance, and the welfare of our workmates under Duty of Care.
- Employees will ensure they are in a fit state to perform work in a safe manner.
- Employees will notify Dalycrete of the use/possession of prescribed / therapeutic medication prior to commencing work.

To ensure the effectiveness of our alcohol and drug education program, we will:

- Empower employees by giving them the responsibility to comply with the program requirements.
- Encourage employees to commit to this Policy.

Ryan Daly
Director
Dalycrete

