



DRUG AND ALCOHOL POLICY

Demolition WA recognises that alcohol or drug misuse will impair an individual's ability to perform work safely. It is the policy of Demolition WA to protect its employees, assets, the community and the environment in which it operates in, from hazards arising from alcohol or drug misuse in the workplace.

Consequently, Demolition WA requires the performance of its employees, contractors and others to be unimpaired by drug or alcohol misuse whilst undertaking work on their behalf. The illegal or unauthorised possession, consumption, sale or being under the influence of alcohol or illicit drugs whilst at work is prohibited.

The entire workforce is encouraged to report a person at the workplace who may be impaired or not working safely. Any employee found to be in breach of this policy shall be subject to disciplinary action in accordance with Demolition WA's Drug and Alcohol procedures. The Director, at his or her discretion, may immediately terminate employment following non-conformance with this policy, as determined by the seriousness of the circumstances.

TYPES OF TESTING

Demolition WA will conduct four types of drug and alcohol testing of its workforce, being:

1. **Pre-employment testing – conducted prior to commencing employment with the company;**
2. **Regular testing in order to obtain access to clients premises (as required by their site entry procedures);**
3. **Random testing of individuals or the entire workforce to determine compliance with this policy;**
4. **Cause testing as a result of information that may suggest an employee is under the influence of drugs or alcohol. This may also include post-incident testing of an employee where drugs or alcohol is suspected to be a causative factor to an incident (i.e. loss of control of a work vehicle).**

DETECTABLE LIMITS

All drug and alcohol testing will be conducted in accordance with the relevant Australian Standard (AS4308).

All personnel; including visitors and contractors shall be subject to Drug & Alcohol Tests and must comply with the requirements within this policy and Demolition WA's health and safety guideline.

This policy shall be reviewed at regular and planned intervals including a review of its effectiveness.

Paul Hunter
Director

Jamie Hunter
General Manager

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