

DRUG & ALCOHOL POLICY

Obligations

Macquarie Builders is a progressive company committed to:

- Providing a safe, reliable & desirable work environment for our staff, clients and contractors.
- Complying with the requirements of the *Workplace Health & Safety Act 2012* & the *Workplace Health & Safety Regulations 2012*.

Policy

An overriding principle for this policy is recognizing that alcohol and other drug dependency is a treatable illness. This policy is not directed at the taking of prescribed drugs for medical purposes, but at situations where alcohol or other drug dependence or abuse affects performance and/or safety of employees, clients and contractors.

In keeping with this,

- The unauthorised consumption or possession of drugs or alcohol during the hours of employment is prohibited.
- Each person must ensure that they are not, by the consumption of drugs or alcohol, in such a condition as to endanger their own safety or that of others at this workplace.
- Any employee or contractor deemed to be under the adverse influence of drugs or alcohol shall be removed safely from the workplace.
- Macquarie Builders reserves the right to enforce drug & alcohol testing when deemed necessary.

Application of this policy

This policy applies to people at all levels of the organisation.

AUTHORISED BY:

Frank Sikkema
(Managing Director)

A handwritten signature in blue ink, appearing to be 'Frank Sikkema', written over a horizontal line.

DATE: 10th March 2017