

Drug & Alcohol Policy

Meneghello is committed to providing a safe, healthy and productive workplace for all employees, contractors, customers and the public. Employees have a responsibility to themselves and others to maintain this safe and healthy working environment.

The inappropriate use of alcohol and other drugs can lead to the impairment of an individual's health and work performance and can cause or contribute to accidents and injuries.

To minimise the risk or harm associated with alcohol and other drugs in the workplace, we will:

- Take appropriate action to ensure that an employee or contractor of the company whilst working is not affected by alcohol or other drugs, either illicit or prescribed.
- Conduct alcohol and other drug testing where alcohol or drug use is suspected, following a serious accident or injury, on a random basis and as part of routine and pre-employment medical examinations.
- Co-operate with customers and contractors in the implementation and application of their alcohol and drug policies when applicable.
- Encourage employees who may have a drug, smoking or alcohol problem to seek professional care and counselling.
- Provide information and training on the effects of alcohol and other drugs.
- Ensure all personnel are made aware of the possibility of alcohol and drug testing and the consequences of positive range test results.
- Maintain confidentiality regarding drug and alcohol-related problems of employees.

In the case of a positive range response during alcohol and drug testing or failure to provide a sample on request, employees will not be allowed to return to the workplace; be retested the following shift; not be paid for the period; and be dismissed if a second positive range response is shown or sample is not provided.

If an employee has doubts about any aspect of this Policy, they must seek clarification from their manager or the Managing Director. This Policy shall be reviewed periodically and disciplinary action may be taken against any employee found to have breached its principals.



Signed:
Danny Meneghello
Managing Director

Date:10/10/2017



Signed:
Marty Helean
Chief Operating Officer

Date:10/10/2017

