



3

DRUG & ALCOHOL POLICY

AW EDWARDS

AW Edwards is committed to promoting workplace health and safety. In line with this, individuals are required to be free from the influence of alcohol or other drugs while at work as these substances can impair co-ordination and judgement and increase the risk of accidents and injuries.

This commitment supports:

- Facilitating the health safety and welfare of employees by removing risks in the workplace;
- Promoting a workplace culture that supports fitness for work;
- Gender and cultural sensitivity; and
- Reducing absenteeism and providing appropriate employee support mechanisms.

All AW Edwards employees, contractors, subcontractors and professional services contractors are required to:

- Have zero blood alcohol content and be free from the influence of other drugs while on duty;
- Seek medical advice about their ability to work safely while taking prescribed or over-the-counter drugs;
- Not commence duties if their doctor or pharmacist advises they are unable to safely do their job;
- Not consume alcohol while on duty; and
- With the exception of medical advice, not consume drugs while on duty.
- Submit to drug & alcohol testing at the request of AW Edwards site management. Testing will be conducted by trained personnel in accordance with Australian Standards. The site induction will outline the frequency of testing for each project. The return of a positive (or non-negative) test, or refusal to perform a test, will result in persons being deemed not fit for work and refused entry to the workplace. They will not be allowed to return to work until they can demonstrate they are fit for work through a negative test result from an accredited laboratory or resubmitting for testing on site resulting in a negative test.

AW Edwards encourages any worker, who may be experiencing alcohol or other drug related problems to raise this through self-identification, with their senior manager or their HR Manager on a confidential basis.

AW Edwards will provide all reasonable rehabilitation support and assistance to any employee who self-identifies, to assist them in returning to work.



GREG D'ARCY

Chief Executive Officer
AW Edwards Pty Limited

01/07/2020