

Drug and Alcohol Policy

ADCO acknowledges that drug and/or alcohol misuse can affect a workers ability to perform work safely. In line with our WHS Policy, we endeavour to protect all workers, assets, the public and the environment in which we conduct our business.

As such, ADCO requires all workers and others at our workplaces to not be impaired by any drug or alcohol misuse when performing any work or representing the company. Workers must not possess, consume, manufacture, sell or be under the influence of alcohol or illegal drugs whilst performing work for ADCO or whilst within an ADCO vehicle.

The possession, consumption, manufacture, sale or being under the influence of alcohol or illegal drugs whilst performing work for ADCO is a breach of an individual's duty of care under section 20 of the *Occupational Safety and Health Act 1984* (WA).

Along with the above, ADCO:

- ❖ Aims to ensure that no person affected by illegal drugs or alcohol remains at any ADCO workplace
- ❖ May conduct pre-employment drug and alcohol test before engaging any worker
- ❖ May conduct random drug and alcohol tests of an worker within our workplaces
- ❖ May conduct drug and alcohol tests of any worker who displays signs of being affected at any ADCO workplace
- ❖ May conduct drug and alcohol tests of any worker involved in an incident at the workplace
- ❖ Aims to provide reasonable assistance to workers who may experience genuine difficulty in conforming to this policy

Any person found to be in breach of this policy, may be subject to disciplinary action and/or dismissal from ADCO.

Approved by Adam Di Placido, Managing Director



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