



## Drug & Alcohol Policy

**ABS Solutions** is committed to promoting a safe, healthy and productive workplace and to ensure that all personnel comply with the policy and procedural requirement of **ABS Solutions**.

The misuse of alcohol and medications, and the use of other drugs can have serious consequences in the work place. **ABS Solutions** has an obligation under the Occupational Health & Safety Act 1984 to provide a safe workplace. It shall therefore take action when the health or safety of people in the workplace is affected by substance misuse.

**ABS Solutions** will ensure all personnel are familiar with the workplace standard regarding fitness for work and promote a working environment that provides and maintains a safe and healthy work environment for all employees, contractors and sub-contractors by adopting a “zero tolerance” standard on alcohol and other drugs in the workplace.

**ABS Solutions** shall:

- Provide personnel with information, education and training;
- Accept that addiction to drugs and/or alcohol is an illness;
- Ensure all management, supervisors and personnel understand their responsibilities in relation to the effects of alcohol, medications and other drugs in the workplace; and
- Create a safe and healthy work environment that is free from the hazards associated with drugs and alcohol.
- Conduct regular random Drug & Alcohol testing.

All personnel working on or visiting an **ABS Solutions** site shall have a blood alcohol level of 0.00% and not possess or use any illegal drug, controlled substance or mood / mind altering substance. Individuals shall ensure that any prescription or non-prescription medication is taken safely without risk of impairment.

Failure to comply with this policy shall result in disciplinary actions or immediate termination depending on the circumstances.

## Paul Rashleigh

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Managing Director

ABS Solutions

Dated: 4<sup>th</sup> March 2019