

*This Policy is to be included in staff orientation and read carefully by the employee and applies to both employees and contractors working on any site with OSIRIS Infrastructure Pty Ltd.*

## **1. Description**

### **1.1 Drugs and Alcohol**

OSIRIS Infrastructure Pty Ltd recognises that alcohol, drugs or other substance abuse by employees will impair their ability to perform properly and have serious adverse effects on the safety, efficiency and productivity of the individual and the company as a whole. This is why the company has a policy of zero tolerance to the use of alcohol or drugs while on site. The issues of legitimate drugs or the use, possession, distribution or sale of illicit drugs is strictly prohibited and will result in disciplinary action including dismissal.

The following actions are prohibited at all times:

- Entering on or being on company or client property whilst affected by alcohol or drugs.
- Bringing or using alcohol (unless authorised) or drugs on company or client property.
- Buying or selling drugs on company or client property.

### **1.2 Prescription Medication**

Prescription medication may impact on an employee's ability to perform tasks in a manner that is safe for them and others working in the vicinity or with them. In the event that an employee is prescribed medication which may affect the ability to work in a safe manner they are required to inform the immediate supervisor of the medication being used and provide a written statement from the medical practitioner outlining the possible effects of the medication on the person's ability to perform the normal tasks. In this way preventative action may be taken and the person assigned to other tasks deemed necessary.

### **1.3 Random Testing**

Random testing for drugs and or alcohol may be done without notice by a representative of the company or the client. Only a zero reading is an acceptable result for any testing held. Disciplinary action including termination of employment may result from failure to produce this result. An employee or contractor producing a positive result to either a drug or alcohol test may face disciplinary action including termination of employment at the discretion of management.