

Drugs and Alcohol Policy Statement

At Soils and Stone, it is a requirement that employees do not work under the influence of alcohol or drugs. Being affected by alcohol or drugs at work, particularly in at risk environments, can seriously compromise the health, safety and welfare of employees, and others in the workplace, and also impair an individual's ability to perform their work competently and professionally.

Inappropriate or unlawful conduct arising out of alcohol or drug use may expose Soils and Stone to legal liability therefore we will not tolerate

- i) possessing, selling, distributing or consuming prohibited drugs in the workplace
- ii) consuming alcohol while at work, other than in accordance with this policy
- iii) being affected by alcohol or drugs including medically prescribed or over the counter drugs which impair an employees ability to work safely, competently and professionally.

Failure to comply with this policy may result in disciplinary action or termination of employment.

4. The purpose of this policy is to assist:

- i) Soils and Stone with its obligations and duty of care to ensure the health, safety and welfare of all employees, and others, in the workplace
- ii) employees to fulfil their duty of care towards themselves and others in the workplace
- iii) promote awareness of personal safety and security in relation to alcohol and drug consumption;