

## **Drug & Alcohol Policy**

### **Policy Statement**

Aroschy is committed to providing a safe and productive workplace for all employees, subcontractors, and visitors. The presence or use of drugs and alcohol in high-risk construction environments presents serious safety hazards. This policy establishes our zero-tolerance approach to drug and alcohol misuse, ensuring compliance with the *Work Health and Safety Act 2011 (NSW)* and our duty of care obligations.

### **Scope**

This policy applies to all employees, contractors, subcontractors, suppliers, and visitors on any Aroschy site or workplace.

### **Key Principles**

#### **Zero Tolerance**

- The use, possession, distribution, or sale of illegal drugs or alcohol on Aroschy worksites is strictly prohibited.
- Workers must not attend work under the influence of drugs or alcohol.

#### **Testing**

- Aroschy may conduct random, pre-employment, or post-incident drug and alcohol testing where required.
- Refusal to comply with testing procedures will be treated as a breach of this policy.

#### **Prescription & Over-the-Counter Medications**

- Workers must advise their supervisor if prescribed medication could impair their ability to work safely.
- Confidentiality will be maintained, but adjustments to duties may be required.

#### **Support & Assistance**

- Employees experiencing issues with drugs or alcohol are encouraged to seek support through medical professionals or relevant assistance services.
- Aroschy will provide guidance and reasonable support where possible.

### **Responsibilities**

- **Management:** Enforce this policy consistently, provide testing procedures, and ensure a safe workplace.

- **Supervisors:** Monitor compliance, address breaches, and act immediately where impairment is suspected.
- **Workers:** Present fit for duty, comply with this policy, and report unsafe behaviour or breaches.

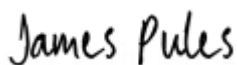
### **Consequences of Breach**

Failure to comply with this policy may result in removal from site, disciplinary action, termination of employment, or subcontractor contract cancellation.

### **Review**

This policy will be reviewed annually to ensure it remains effective, relevant, and compliant with workplace safety requirements.

**Approved by:**



Director, Aroschy Pty Ltd  
01/10/25