

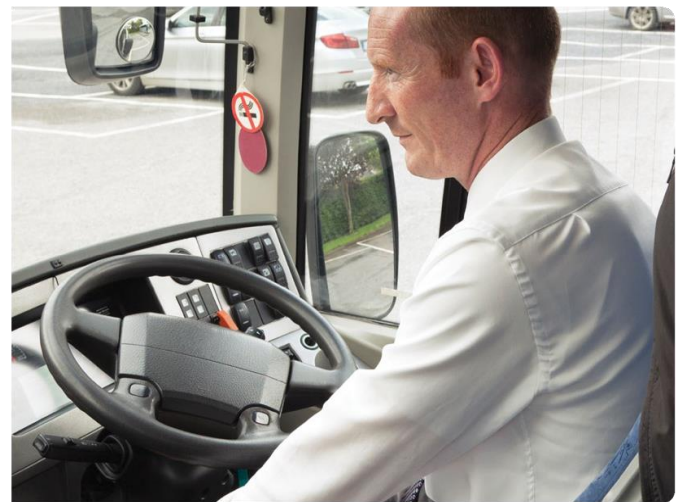
# ALCOHOL & OTHER DRUGS POLICY



## Policy Objectives

At ATG we are committed to providing a safe working environment to prevent injury, illness, damage to vehicles, equipment and disruption to operations. Individuals under the influence of alcohol and/or other drugs (AOD) constitute a risk to themselves and others as well as vehicles and operations.

We believe the most appropriate way to minimize the adverse impact of AOD is by implementing a program that promotes self-management through a range of means including education, fitness to work statements and active management. Random and for cause testing is an essential part of this policy. Breaches to this policy can result in disciplinary measures including instant dismissal.



## Policy Aims

- Maintaining effective procedures for managing alcohol and other drug issues, including testing procedures and applying those procedures fairly to all employees.
- To integrate the objectives of this policy into work practices and ensuring effective action is taken to identify and control the risk arising from alcohol or drug use.
- To provide a safe working environment for all employees, contractors, subcontractors, consultants and workplace visitors.
- To ensure all employees, contractors, subcontractors, consultants and visitors to all ATG sites are informed of this policy.

## The Policy

- Adhering to a 0.00% blood alcohol level at all times whilst on duty. Also ensuring the presence of Other Drugs is within the prescribed ranges.
- Applying an appropriate testing and screening program to all ATG employees, contractors, subcontractors, consultants and visitors, including random and for cause drug and alcohol testing.
- Maintaining employees confidentially in regard to AOD management.
- Providing ongoing employee education and training for testing regimes.



**Ben Doolan**

**ATG Group Managing Director**

**Review Due 2021**