

Drug and Alcohol Policy

The purpose of this Drug and Alcohol Policy is to promote education/awareness, rehabilitation and prevention in the pursuit of eliminating all risks associated with the effects of drugs and alcohol in our workplace.

This Policy applies to all Mansour Paving employees, contractors, visitors whilst on our Project Sites or conducting work on behalf of Mansour Paving.

Where required our company will work within the guidelines of our customer's drug and alcohol programme providing their standards meet or exceed those stipulated here.

Mansour Paving Pty Ltd is committed to ensuring we have drug and alcohol free workplace. It is the responsibility of our employees to ensure that they are drug and alcohol free at work.

Mansour Paving may undertake random Drug and Alcohol testing in our workplaces at any time to enforce this policy

Employees who are found to be under the influence of drugs or alcohol will be immediately removed from site and subject to counselling / discipline action. Serious or ongoing breaches may result in dismissal.

Privacy of employees will be respected in implementing this Drug and alcohol Policy. All employees shall be made aware of these requirements at their initial induction and on a periodic basis.

Mansour Paving will identify all workplace factors that may influence someone to turn to drugs or alcohol, and use the hazard management process to eliminate drug or alcohol use or control the risks from them.

Mansour Paving will consult with workers, work health and safety representatives and/or the work health and safety committee on this issue.

If anyone is found to breach this policy, management will issue a formal warning, followed by encouraging treatment/rehabilitation, suspension, and finally, dismissal.

Random testing is performed by MPA management staff for all employees, drug and alcohol testing is outsourced and bookings are made for employees prior to testing being done.

- the practicalities of testing: who will do it, when and how it will be done, and what type of procedure will be used
- acknowledge that people have the legal right to refuse to be tested, unless specified in legislation or in their contract or employment agreement.



Mohammed Mansour
Director

02/09/2020

Date Signed