

Form Reference	DRUG & ALCOHOL POLICY	Review date:	Revision date:
OP 0037		04/04/2017	04/04/2019

Infracworks is committed to the health and safety of our employees (including full-time, contract or temporary staff) and providing a healthy and safe working environment wherever our work is undertaken.

As part of our commitment to health and safety, Infracworks is responsible to provide a Drug and Alcohol Free Workplace.

Infracworks recognises the inherent risks associated with drug use, alcohol abuse, and abuse or misuse of other substances. This policy is designed to eliminate these risks from workplaces and their surrounding environments

- Infracworks will ensure employees are not adversely affected by alcohol or other drugs whilst at work.
- Infracworks employees are required to submit to regular and random drug and alcohol testing.
- Potential employees will be subject to pre-employment Drug & Alcohol Testing. If the screening tests non-negative that person will not be employed by Infracworks until confirmation from a GP as to the status of result.
- Any Infracworks employee involved in Rail Safe-working, railway maintenance, construction works or administration must have a **Zero blood alcohol content and be free from the influence of other drugs when reporting for work, and remain so whilst at work.**
- Infracworks employees who breach the above-mentioned will be subject to counselling and/or discipline action.
- Serious or ongoing breaches of this policy may result in dismissal.
- Infracworks employees who think they may have an alcohol or drug problem are encouraged to self identify. Any employee who self identifies with an alcohol or drug problem will be offered assistance to help them overcome their problem through the **Infracworks Employee Assistance program** managed by **Associated Counsellors**.

Michael Olsen



Infracworks CEO

04/04/2017