



Australian Water Asset Services

## Drug & Alcohol policy statement

Australian Water Asset Services was established in 2024 to provide servicing, maintenance and upgrades to the water treatment industry.


All Employees have a duty of care while at work to take reasonable care for their health and safety and that of others who may be affected by their acts or omissions.

Specifically:

- Employees are to present Fit for Work and not under the undue influence of drugs or alcohol.
- Employees are to be compliant with the relevant BAC level requirements as required by law when operating vehicles, site BAC limits and restrictions and any other restrictions listed in their terms of employment such as being on-call.
- Employees may not consume alcohol on premises, or in the course of employment, without approval for an authorised function has been gained by the director.
- Employees must not sell, share or be in possession of illegal drugs in the workplace,
- To assist in supporting all Employees and maintain a safe workplace, Employees who suspects a colleague is unfit for work as a result of alcohol or drug use should immediately raise these concerns with their Supervisor or Manager, People so that assistance can be provided.
- Where an Employee is suspected to be unfit for work/impaired as a result of alcohol or drug use or had an incident in the workplace they may be tested in accordance with relevant WHS regulations.
- Following a confirmed non-negative drug and/or alcohol test, Employees may be required to undertake further testing in accordance with relevant WHS regulations.

The policy review date is July 2024.

**Joshua Watson**  
**Managing Director**

Signed: 

**Dated: 21/07/2024**