



Drugs & Alcohol Policy

This policy forms part of the wider New Wave Electrical Consulting Ltd Health & Safety Policy. New Wave Electrical Consulting Ltd is committed to maintaining a safe, healthy, and productive workplace for all employees, contractors, and visitors. The misuse of alcohol or drugs can significantly impair a person's ability to work safely, posing risks to themselves and others. This policy outlines our approach to prevention, testing, and management of drug and alcohol-related issues in the workplace.

1. Preventative Measures

We promote awareness through induction training, toolbox talks, and ongoing education on the effects of drugs and alcohol. Employees are reminded of their duty to report fit for work and free from any substance that may impair performance. Supervisors are trained to identify signs of impairment and to intervene where concerns arise.

2. Testing Requirements and Substances

Drug and alcohol testing may be conducted:

- Pre-employment, as part of initial screening;
- Randomly, at management's discretion;
- Post-incident, following any workplace accident or near-miss; and
- For reasonable cause, where impairment is suspected.

Tests are conducted by accredited providers and may screen for alcohol, amphetamines, cannabis, cocaine, opiates, and other relevant substances. Results are treated confidentially and managed in accordance with privacy legislation.

3. Post-Incident and Reasonable Cause Testing

Any employee involved in or contributing to an incident, or suspected of impairment, may be required to undergo immediate testing.

4. Return-to-Duty and Follow-Up Testing

Employees who breach this policy or undergo substance abuse treatment may be subject to return-to-duty testing and unannounced follow-up testing for a defined period to confirm ongoing fitness for work.

Through education, accountability, and fair management, New Wave Electrical Consulting Ltd ensures a safe and substance-free workplace for all.

Gary Alder
Managing Director

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Date: 10.6.25