

Alcohol and Drug Policy

Purpose

Coastal Constructions (VIC) Pty Ltd is committed to ensuring public safety and maintaining a secure and productive work environment for all employees. The purpose of this policy is to prevent accidents and other hazardous incidents resulting from drug or alcohol use.

Policy Guidelines

- 1. Prohibition of Reporting to Work Under the Influence:** Employees are strictly prohibited from reporting to work under the influence of alcohol or drugs.
- 2. Prescription Drug Use:** Employees on prescription drugs must provide a statement from their doctor ensuring that the medication will not impair their work performance.
- 3. Zero Blood Alcohol Requirement:** Coastal Constructions (VIC) Pty Ltd mandates a 0.0 blood alcohol level. Random breath tests and drug tests, as required by law, will be conducted to ensure both worker and public safety.
- 4. Consequences for Non-Compliance:** Formal warnings will be issued to employees failing to meet the stipulated requirements. Coastal Constructions (VIC) Pty Ltd is committed to supporting employees by providing education and rehabilitation resources. However, if the offense reoccurs, termination may be considered.

Employee Assistance

Coastal Constructions (VIC) Pty Ltd values the well-being of its employees and encourages those facing substance-related challenges to seek assistance. The company is dedicated to helping individuals access education and rehabilitation services.

Review and Updates

This policy will be regularly reviewed to align with legal requirements and industry best practices. Any updates will be communicated to all employees promptly. By adhering to this Drug and Alcohol Policy, Coastal Constructions (VIC) Pty Ltd aims to foster a safe, healthy, and productive workplace for everyone.