



POLICY FOR DRUG AND ALCOHOL

Our Commitment

Barcon Civil Projects is committed to a safe and healthy workplace for all interested parties who interact with our operations. Barcon Civil Projects recognise that workers affected by alcohol or drugs, present a risk to the health and safety of themselves and other workers. Being fit for work and unaffected by alcohol and other drugs is a fundamental responsibility of every worker.

Initiatives

Barcon Civil Projects will:

- Undertake regular alcohol and drug testing of workers across our operations;
- Devise and implement a Drug and Alcohol procedure for our operations;
- Communicate, educate and consult with workers regarding Drug and Alcohol procedures;
- Comply with our obligations under Work Health and Safety Legislation, Client and Other legal requirements;
- Treat all results and records relating to drugs and/or alcohol in confidence as needed to enable management of performance and compliance related issues.

Your Commitment

- Never start work if you are under adverse influence of alcohol and/or other drugs;
- Do not drive vehicles, plant or other machinery if you are affected by alcohol and/or other drugs;
- Notify your Supervisor if you are taking prescribed or pharmaceutical medication, specifically if there are any known potential side effects;
- Do not undertake unauthorised consumption of alcohol on any Barcon Civil Projects controlled sites;
- Do not illicitly use prescribed or other medication in the workplace and
- Do not possess, use or sell illegal drugs on Barcon Civil Projects controlled sites.

Outcomes

Workers will be fit for work and unaffected by alcohol and other drugs. Everyone goes home without incident or harm while our workers participate in meaningful and productive work.

A handwritten signature in black ink, appearing to read 'Emma Barry', with a horizontal line underneath.

Emma Barry
Operations Manager
December 2023

Next Review Date: Decemeber 2024