

# Drug and Alcohol Policy

## Aim

Our aim is to provide a healthy and safe work environment that is free from illegal drugs and alcohol. This Policy covers all Pollock Crane Staff and forms part of all employment agreements.

## Objective

Our objective is to provide a drug and alcohol-free work environment.

Pollock Cranes will:

- Ensure all staff understand their health and safety responsibilities to arrive at work “fit for work”
- Conduct preemployment screening, annual health checks that include drug and alcohol screening, post-accident testing, random testing and where an employee shows signs of being affected by alcohol or is behaving in a manner that puts himself or others at risk, all testing will comply with AS/NZS4308:2008
- Provide training and education
- Support employees to return to full and normal work as quickly as possible, consistent with the needs of the treatment and rehabilitation program.

Employees are expected to:

- Maintain a drug free level and a zero-alcohol level while at work
- Undertake all requested drug and alcohol tests requested by Pollock Cranes or any of our Clients
- Not bring any illegal drugs to work

## Non-negative Tests

Where an employee has returned a non-negative result, the employee will be stood down and an investigation undertaken which may result in disciplinary action. All employees must submit a negative result prior to returning to work and will then undergo regular testing.

## Policy Review

- This policy has immediate effect and replaces all previous versions.
- This policy will be reviewed and amended at a minimum of every 2 years.



**Wayne Slater**  
Managing Director

**Dated: January 2021**  
**Review Date: January 2023**