



DRUG AND ALCOHOL POLICY

Politis Companies recognises that alcohol or drug misuse will impair an individual’s ability to perform work safely. It is the policy of The Politis Companies to protect its employees, assets, the community and the environment from hazards arising from alcohol or drug misuse.

Politis Companies requires its employees, contractors and visitors to be unimpaired by drugs or alcohol while on The Politis Companies premises or performing work for The Politis Companies. It is prohibited to illegally possess, consume, sell or be under the influence of alcohol or illicit drugs while on The Politis Companies premises or on job sites under the control of The Politis Companies.

Politis Companies considers drug or alcohol dependency to be a medical condition and encourages any employee or contractor with these conditions to seek support and treatment. Where this is brought to The Politis Companies attention, the information will be treated with confidence.

Any employee found to be in breach with this Policy shall be subject to the discipline as established in their Contract of Employment. Specifically discipline will apply if an employee:

- Tests positive to any random or scheduled drug and alcohol test;
- Has improperly used drugs or alcohol in breach of this policy; or
- Refuses to undergo drug and alcohol testing.

Politis Companies does not permit the consumption of alcohol on The Politis Companies premises including but not limited to The Politis Companies vehicles, the Osborne Park Office and the Wangara Depot except at Senior Management sanctioned functions. This Policy is to be included in the Annual Staff Induction.

NICHOLAS POLITIS

DIRECTOR

29 October 2015

CORINNA POLITIS

CEO

29 October 2015

REF	ISO	USER	All Staff	PURPOSE	Statement of commitment to a Drug and Alcohol free workplace.	FILE	Z:\222\Div 5 Safety, Environment & Quality Assurance\Div 5 Dept 15 Quality Assurance\1.2, IMS\1. Policies	RETENTION	7 Years
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