

PS STRUCTURES

Drug & Alcohol and Fitness for Work Policy

All workers have a responsibility to take reasonable care to protect their own health and safety and that of others whilst at work. Part of that duty of care is to ensure you report for work in an appropriate physical, mental and emotional condition, in order to perform required duties in a safe, competent and proficient manner.

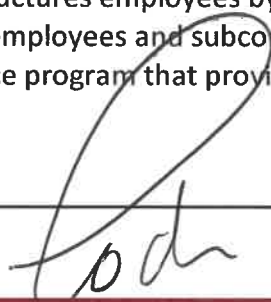
Possession, consumption or being under the influence of any illegal, un-prescribed drug or misuse of legitimate prescription drugs will **not** be permitted on PS Structures sites. It is PS Structures duty to act in a manner that is diligent in protecting our Clients, the public and anyone engaged in work at all of our sites.

Our key objectives are:

- ◇ Maintain a level of published material at workplaces regarding the potential harm Drugs and Alcohol/Fitness for Work may have on an individual and or anyone else in the vicinity.
- ◇ Increase awareness of the harmful effects of drugs and alcohol by including the objectives of the Drug and Alcohol/Fitness for Work Policy in all inductions.
- ◇ To implement and maintain a Drug and Alcohol Management Procedure to support this policy and adhere to the requirements of the Building Code 2016
- ◇ To maintain optimum safety on site and to reduce the risk/harmful impact of Drugs and Alcohol on your fitness for work.
- ◇ To ensure the fitness and health of PS Structures employees by participation in acceptable health clubs.
- ◇ Require contractors to ensure that their employees and subcontractors are “fit for work”.
- ◇ Maintain access to an employee assistance program that provides employees with options for dealing with issues that could impair fitness for work

Director: ROYLE GODWIN

Signature:



Date: December 2021

Reviewed Annually at the Management Review Meeting Dec 2022