

Alcohol and Other Drugs Policy

POLICY STATEMENT

Bingo Industries Limited (from here on referred to as Bingo) is committed to providing and maintaining a safe working environment for Bingo Industries employees and Bingo Industries contractors that is free from the influence of risk and hazards associated with the consumption of both prescribed and non-prescribed drugs and alcohol.

All employees regardless of their position or classification have a responsibility to ensure that the present fit for work and are unimpaired by alcohol or other drugs, which may inhibit them from performing their duties efficiently or cause risk to themselves, other employees or the general public.

AIMS AND OBJECTIVES

- The elimination of risks and unsafe work practices
- Compliance with all State and Federal transport Acts
- Compliance with the State and Federal Occupational Health and Safety Acts
- The fundamental principal of this policy is that drugs and or alcohol in the workplace create risk and may present a serious threat to the well being of persons
- The consumption of any drug including prescribed or non-prescribed medications and or alcohol may impair a person's ability to maintain a safe work environment

SCOPE

This policy applies to all employees of Bingo Industries, and of its subsidiaries and associate companies (together referred to in this policy as **Bingo**) including -

- Permanent full-time and part-time employees
- Employees on a fixed term or fixed task contract
- Casual employees
- Temporary employees

And all individual contractors and employees of incorporated contractors engaged by Bingo (together referred to in this policy as **employees**).

This policy is not contractual and does not give you enforceable rights.

RESPONSIBILITIES

Each employee must present fit for work and remain unimpaired by alcohol or other drugs regardless of their position. An individual shall be deemed to be under the influence of alcohol if he/she shows a reading higher than 0.00%.

Employees who are on a course of prescribed medication are required to seek clarification from their medical practitioner as to the effects of the medication on safety and work performance. If it is the medical practitioner's opinion that there is a risk to the safety of the employee or other persons in the workplace, then the employee should inform their supervisor prior to the commencement of work.

The Bingo Industries will ensure that employees have access to confidential counselling and advice services if identified as having an alcohol or other drug problem which affects their work performance. Any employee accessing medical assistance will not be discriminated against through the period of counselling or therapy.

Employees having a concern about working with another employee due to possible increased risk to safety should immediately consult with the Bingo Industries management. Breaches of the Bingo Industries Alcohol and Other Drugs policy will lead to disciplinary action. Serious breaches may lead to instant dismissal.

IMPLEMENTATION AND REVIEW

In fulfilling these objectives, management is committed to regular consultation with workers to ensure the policy operates effectively and that appropriate Workplace Health and Safety issues are regularly reviewed. This policy is reviewed every 2 years by the SEQ and Executive Committee and revised as required.