

HEVILIFT GROUP – DRUG AND ALCOHOL MANAGEMENT POLICY

The health, wellbeing and safety of personnel within the Hevilift Group, reflects the principal that individuals have a right to be safe at all Hevilift Group work locations at all times. Alcohol and Other Drugs, when present in persons in the workplace, have the potential to increase risk of human errors, reduce the ability to capture errors and adversely impacts fitness for work. Hevilift Group has a ZERO TOLERANCE for alcohol and other non-prescribed drugs in the workplace, supported by strong administrative consequences for violations.

Hevilift Group has a duty of care to minimise the risk of accidents, incidents and injuries in the workplace arising from the consumption of alcohol or other drugs. The purpose of the Hevilift Group Drug and Alcohol Management Plan (DAMP) is to outline the strategies and processes that will be used by Hevilift Group to manage the hazards and associated risks with regards to use, or recent use, of alcohol or other drugs by persons in the workplace.

Hevilift Group takes a multi-strategy approach that incorporates education, support, testing and performance management. The policy is based on safety outcomes and not whether a positive test result is illicit or legal. This policy also recognises the use/abuse of permissible therapeutic drug use that may be legitimately prescribed under the guidance of a physician or pharmacist.

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This Company Policy is to remain in force unless otherwise determined by the Group Managing Director.

Manager Responsible for Review: **Director Safety & Compliance**

Approved by: **Paul Booiij**

Date: 1 January 2017

Original Signed & Filed

Paul Booiij

Group Managing Director

