

*Parratech Pty Ltd* are committed to maintaining a drug and alcohol-free workplace. The necessary resources are provided to Managers and Supervisors to ensure a safe and healthy workplace for all employees and contractors.

Alcohol and other substance abuse may impair an employee's ability to perform their duties properly and can have serious adverse effects on the health and safety of the individual and others as well as the reputation of the organisation.

Under the current WHS Legislation, *Parratech Pty Ltd* has an obligation to provide a safe working environment for all employees and contractors. Persons identified as exhibiting the effects of drugs or alcohol may be required to have an appropriate test conducted.

**This commitment means that *Parratech Pty Ltd* management will:**

- Ensure this Drug and Alcohol Policy is communicated to all personnel.
- Communicate a clear expectation that employees and contractors will arrive for and return to work in a fit state and not affected by drugs or alcohol.
- Ensure action is taken to prevent accidents, incidents or injuries, which could result from drug or alcohol misuse.
- Ensure all reports of suspected drug and alcohol abuse at work are investigated and followed up.
- Develop, implement and continuously improve the effectiveness and efficiency of our procedures, to ensure employees and contractors who are deemed unfit for work as a result of alcohol or drug use are dealt with in an effective, fair and constructive manner; and
- Offer and provide assistance and support in a non-judgmental manner.
- Ensure any random drug and alcohol screening provided by the company is completed according to statutory requirements.

**Employees and Contractors are responsible for ensuring that:**

- Duties at work are carried out in a safe manner, unimpaired by drug or alcohol.
- Drug and alcohol problems that could present safety risks in the workplace are immediately reported.
- They participate in any training and random drug and alcohol screening provided by the company.

Persons who test positive or otherwise are observed to be in breach of this policy will be encouraged to seek counselling and rehabilitation.

Ongoing issues relating to inappropriate drug or alcohol use may result in dismissal.

Signature:



**Stephen Fooks – Director**



**Jason Fooks – Director**

Date

**01 October 2021**