DRUGS & ALCOHOL POLICY

Fourtrex is committed to maintaining a safe, healthy and productive workplace by ensuring all workers are fit for work and free from the effects of alcohol, illicit drugs or other substances that may impair their ability to perform work safely. This policy applies to all employees, contractors, subcontractors and visitors engaged in Fourtrex activities, including work undertaken at client-controlled workplaces. Safe and responsible behaviour is essential to protecting workers, clients, the public, property, equipment and the environment.

Policy Objectives, Standards and Expectations

- Fourtrex will comply with applicable legislative, contractual and client requirements relating to drugs, alcohol and fitness for work.
- All workers undertaking work-related activities must be fit for work and able to perform their duties safely and effectively.
- Workers must not attend work, operate vehicles or equipment, or undertake work activities while impaired by alcohol, illicit drugs or any other substance that may adversely affect safety, judgement or performance.
- Fourtrex maintains a zero blood alcohol concentration requirement (0.000%) whilst undertaking work activities.
- Workers using prescription or over-the-counter medication must ensure it does not adversely affect their ability to work safely and must notify their supervisor if impairment may occur.
- Fourtrex may conduct drug and alcohol testing where required by legislation, client requirements, reasonable suspicion, incident investigation processes or company risk management arrangements.
- Workers are expected to cooperate with any authorised fitness for work, drug or alcohol management processes.
- Supervisors and managers are responsible for addressing any situation where a worker may be impaired, unfit for work or otherwise unable to undertake duties safely.
- Fourtrex will provide information and awareness on fitness for work, alcohol and drug-related risks and worker responsibilities.
- Where work is undertaken on client-controlled workplaces, workers must comply with applicable client drug and alcohol requirements.

A breach of this policy may result in disciplinary action, removal from site, termination of employment or engagement, or other actions consistent with legislative and contractual obligations.

Fourtrex supports worker health and wellbeing and encourages workers to seek assistance where alcohol, drug or other personal issues may affect their health, safety or work performance.

Emilio Jansen
Managing Director

0472 522 573
admin@fourtrex.com.au
fourtrex.com.au

Unit 6/10 Masonry Way
Malaga WA 6090
ABN 59 664 912 421
PL 11530 | GF 19847

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