



Policy for Alcohol & Drugs

Negri Policy for Alcohol & Drugs is committed to safety as the number one priority for all of its operations by maintaining an alcohol and drug free workplace environment for all team members, clients, suppliers and others. The intention is to promote a "fit for work" culture where all team members recognise the health and safety risks of misusing alcohol and drugs.

Definitions

For the purpose of this policy, "fit for work" shall be regarded as:

- **Alcohol** – 0% Blood Alcohol Concentration, BAC
- **Drugs** – any level below the cut off levels specified by Australian Standards AS/NZS 4308 or AS 4760

Responsibilities

Team members, contractors or visitors are responsible for ensuring that they are free from the influence of alcohol & drugs while at work.

Managers and supervisors are responsible for promoting and enforcing an alcohol and drugs free workplace in line with this policy and associated procedures.

Team members and contractors are not permitted to have or sell alcohol or prohibited drugs, or have in their possession any item or equipment used for the manufacture or administration of illegal drugs while at work or at work sites

Compliance

All team members, contractors and visitors may be subject to intermittent testing in accordance with the provisions of this policy and may also be tested where it is suspected that they are functioning or attempting to work under the influence of alcohol and drugs. Similarly team members, contractors and visitors may be tested following an incident or accident where the influence of alcohol and/or drugs may be a contributing factor. Team members or contractors reporting to work or undertaking work with alcohol or drug levels above these standards will be subject to counselling or disciplinary action. Serious or repeated breaches may result in dismissal or termination of contract

Alcohol & Drug Testing Standards

Testing for alcohol may be by means of a breathalyser breath analysis, saliva testing or testing of a urine sample. An unacceptable level of alcohol is indicated by a blood alcohol concentration (BAC) result greater than 0%.

Testing for drugs shall be in accordance to AS/NZS 4308 and AS 4760:2006 for such substances such as, but not limited to, Opiates, Amphetamines, Cannabinoids, Cocaine, Metabolites and Methadone

Alcohol & Drug Testing Legislation

Negri Group operates across all Australian States and Territories, and principally along the Australian East Coast. Accordingly, all team members and contractors may be bound various Federal, State and Territory Acts and Regulations pertaining to alcohol & drug testing when at client or host organisation sites. Team members or contractors who undertake work while under the influence of drugs or alcohol may also be in breach of safety legislation and may be subject to prosecution in a Court of law

Compliance with Client Policies

All team members and contractors are required to comply with all applicable client or host organisation health and safety policies and procedures, including alcohol and drug policies, when working at or visiting client or host worksites

Management Review

Negri Group will regularly review this Policy for Alcohol & Drugs and associated procedures to ensure that they are effective, comply with legislative requirements and continue to promote a "fit for work" culture throughout the organisation

As Director, Quality of Negri I am accountable for the implementation of this policy and I encourage you to commit personally to the principles that drive our success.

Director, Quality
E. A. Negri Pty Limited
Hamilton Civil Plant Limited
1 January 2003

All personal information obtained by Negri during the implementation of this policy will be controlled in accordance with