

DRUG AND ALCOHOL POLICY

MCS Civil (NSW) Pty Ltd commitment to health and safety extends to ensuring our workers, clients and members of the public's wellbeing is not compromised by people affected by drugs and alcohol. The scope of this drug and alcohol policy extends to all workers of MCS Civil (NSW) Pty Ltd.

MCS Civil (NSW) Pty Ltd is obligated under Work Health and Safety Legislation and has commercial responsibilities to prohibit drugs and alcohol in the workplace except for the consumption of alcohol at social functions where appropriate protocols and transport arrangements are implemented and adhered to.

The bringing of drugs and alcohol and or consumption at work, reporting for work or operating equipment under the influence of drugs and alcohol will not be tolerated.

Workers on prescription medicines and/or drugs that may affect their work performance should immediately advise their supervisor of the situation in the interests of minimising the potential of an accident and subsequent injury to self, workmates or a member of the public.

Workers found on duty possessing or under the influence of alcohol or drugs will be immediately prevented from performing any duties and may be dismissed from the worksite, and may be subject to disciplinary procedures that may include instant dismissal.

Management, while not interfering in the private lives of worker's, can assist workers with drug and alcohol related problems that affect or have the potential to affect work performances or attendance by sourcing appropriate information and/or counselling.

Signed By:

Christopher Murphy

Managing Director



Signature

21st September 2024

Date