

Brendan McKenna Earthmoving Pty Ltd is committed to providing a safe and healthy work environment by ensuring that workers are not impaired by alcohol or other drugs while undertaking work activities.

This policy forms part of the Brendan McKenna Earthmoving Integrated Management System (IMS) and provides the framework for setting alcohol and other drugs management objectives.

The organisation has a zero tolerance to the use of illegal drugs in the workplace and does not permit any person to be under the influence of alcohol or other drugs that may impair their ability to work safely.

The organisation is committed to:

- ensuring all work is performed free from the effects of alcohol and other drugs
- identifying and managing risks associated with impairment
- complying with all relevant legal and regulatory requirements
- providing clear expectations regarding alcohol and other drug use
- implementing testing where required to ensure compliance
- supporting a safe and productive workplace

Management will:

- ensure this policy is implemented and enforced
- ensure workers are fit for work
- take appropriate action where breaches occur
- support a consistent and fair approach to testing and disciplinary action

All workers, contractors and visitors are required to:

- present fit for work and free from the effects of alcohol or other drugs
- not consume alcohol or use drugs that may impair their ability to work safely
- notify their supervisor if taking medication that may affect their performance
- comply with testing requirements where required

Alcohol and other drug testing may be conducted in the following circumstances:

- pre-employment
- random testing
- post-incident or injury
- following property damage
- reasonable suspicion

Any breach of this policy may result in disciplinary action in accordance with company procedures. Refusal to undertake testing will be treated as a non-compliance with this policy.

This policy is supported by risk management processes, disciplinary procedures and consultation in accordance with the Integrated Management System (IMS).

Approved by:



Brendan McKenna
Managing Director
Brendan McKenna Earthmoving Pty Ltd