



Drug & Alcohol Policy

As part of Southern Stainless ongoing obligation and commitment to maintaining a safe workplace it is our aim to ensure that our employees and other workers in all Southern Stainless workplaces are fit to perform their duties unaffected by alcohol or drugs

Our Commitment

This policy applies to all employees and subcontractors and their employees.

Breaches of this policy will lead to disciplinary action with serious or repeated breaches being dismissible offences.

Our Actions

To meet our Drug and Alcohol Policy commitments, Southern Stainless will:

- Prohibit employees and other workers from work if they are affected by alcohol.
- Prohibit alcohol consumption during the work day, including rest and meal breaks and the use of personal possession of alcohol during work time at a Southern Stainless workplace is considered to be a serious breach.
- Where a management approved function is held at a Southern Stainless workplace the quantity of alcohol provided will be limited and approved the relevant manager. Low and non-alcohol beverages must also be available and it is expected that all persons will adopt a responsible attitude to alcohol consumption.
- Prohibit the use, sale or personal possession of illegal drugs during work time at any Southern Stainless workplace, as it is considered a serious breach and can result in criminal prosecution.
- Ensure that any person taking prescribed medication or pharmaceutical (over the counter) drugs reports the use to management where it is known by the user that their use may affect their ability to perform assigned duties.
- Consider alcoholism and other drug addictions to be a treatable illnesses and will assist persons to enter approved counseling and treatment programmes where requested.
- Meet duty of care responsibilities by conducting random drug and alcohol testing if a risk assessment determines there is a risk to a person's health or safety.

This policy represents our commitment to having a workplace free of alcohol and drug use.

Phillip Brown
Director