IMP04 – Drug and Alcohol Policy

Advanced Constructions Pty Ltd is committed to providing a healthy and safe environment for all workers and does not condone the misuse of alcohol or the abuse of other drugs by any worker, either directly employed or on a site controlled by Advanced Constructions.

In the interest of preventing the misuse of alcohol or drugs in the workplace, Advanced Pty Ltd has worked with all employees, including management, to develop and implement this policy.

The Company will ensure:

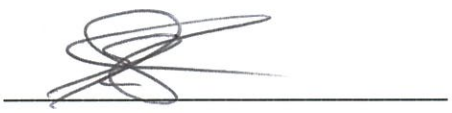
- Compliance with legal requirements to protect the health of employees and others at our premises under the control of the company.
- The provision of information to employees and other associated parties regarding the misuse of alcohol or the abuse of other drugs on company premises or other sites under the control of the company.
- That professional advice about coping with the misuse of alcohol or the abuse of other drugs is available.

Code of Behaviour:

The NSW Work Health and Safety Act 2011 place a general duty of care on employers to provide a safe workplace. Employers must take all reasonable action to protect their employees and other people in the workplace from foreseeable risks to health and safety. In light of this responsibility, all employees at Advanced Constructions Pty Ltd are to adhere to the following requirements:

- Employees must not consume alcohol or other drugs while at work or during the course of their work for Advanced Constructions Pty Ltd, with the exception of Company sanctioned functions where alcohol may be consumed.
- No employee is to commence work or return to work while affected by alcohol or other drugs.
- A breach of this policy is grounds for disciplinary action, which could lead to termination of employment.
- Employees who are aware of any change in the behaviour of their co-worker and have grounds to believe that person's ability to work safely may be impaired, have a responsibility to report it to their supervisor or safety representative so that action may be taken immediately.
- Without diminishing management's obligations, the responsibility and accountability for health and safety rests with every individual.

This policy applies to all employees, contractors and visitors conducting business on Advanced Constructions Pty Ltd sites and is available to all interested parties, it is available on the company computer network, in all Project Management Plans and posted on all company noticeboards.



Ethan Sinclair

Managing Director