



CONSTRUCTION SITE CATERING

Construction Site Catering - Drugs & Alcohol Policy

Background:

Construction Site Catering is committed to educating and safeguarding our employees and the public from the risks associated with alcohol, drugs and other substance abuse. As such, this policy aims not only to comply with legislation requirements, but ensures that all CSC employees are aware of our zero tolerance to the use or possession of alcohol, drugs or abuse of other substances in our workplace.

CSC Drugs & Alcohol Policy:

CSC prohibits its employees carrying out work at any location from:

- drinking alcohol, consuming drugs or abusing any other substances
- being under the influence of alcohol, drugs or abused any other substance
- possessing alcohol, drugs or any other substances to be abused.
- failing to inform CSC of any prescribed medication that can affect work
- confirming with their doctor that any prescribed medication would not affect work
- encouraging others in the workplace to drink alcohol, consume drugs or abuse any other substances
- permitting others in the workplace to drink alcohol, consume drugs or abuse any other substance
- selling, or trading with others in the workplace to drink alcohol, consume drugs or abuse any other substance

CSC may conduct screening, both unannounced and by random selection on, potential employees and employees to support our Drugs & Alcohol Policy. Additional screening is also carried out if an employee exhibits uncharacteristic behaviour or if an incident warrants further investigation.

While CSC will endeavour to help any employee who freely seeks help with alcohol and substance abuse, this does not apply to those with a problem disclosed by a screening or prompted by an imminent screening.

CSC regards the contravention of this Drug & Alcohol Policy as a gross misconduct. As such an employee will be immediately subjected to disciplinary action.