

DITCHFIELD

DRUG & ALCOHOL POLICY

Ditchfield Contracting is a civil and mining construction company that has been operating since 1994. This Drug & Alcohol Policy applies to all Ditchfield employees and operating contracted sites.

Ditchfield Contracting is a civil and mining construction company that has been operating since 1994. Ditchfield's health and safety policy applies to all Ditchfield employees and operating contracted sites.

At Ditchfield Contracting Pty Ltd (Ditchfield) we take our responsibility for the safety of all our employees, contractors, visitors, clients and members of the community very seriously. We are committed to providing and maintaining a healthy and safe work environment for employees and others at work.

Ditchfield strictly observes a “Zero” tolerance for Alcohol or Drugs in the workplace. No person shall carry out work whilst under the influence of non-prescribed drugs and alcohol (BAC limit of 0.00)

The aim of this policy is to reduce and eliminate the likelihood of possible injury and/or potential negative effects resulting from alcohol and drug use and/or abuse in the work environment. This policy and its goals cannot be achieved without effective cooperation and support from ALL employees and contractors.

This will be achieved by:

- Random drug and / or alcohol testing
- Encouraging the reporting of problems relating to drugs and alcohol
- Encouraging personnel who acknowledge issues associated with drug and alcohol use to seek professional assistance / counselling.
- Requiring personnel taking prescribed medication which may affect their fitness for work to inform their supervisor.
- Ditchfield and its employees and contractors acknowledging that counselling and disciplinary procedures will be implemented where a breach of policy has been detected. Discipline may include dismissal in cases of a serious, willful or repeat offending.

This policy will be reviewed every 3 years and will be communicated to our employees, customers, suppliers and subcontractors. It is available to the public via the Company's website www.ditchfield.com.au



WARREN DITCHFIELD
Managing Director
 19th December 2022



QHS Certification Services



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