



DRUGS AND ALCOHOL POLICY

Our Commitment

A-one+ is committed to providing and maintaining a healthy workplace through our standards of safety and employment practice.

A-one+ recognises that the use of illegal drugs, the abuse of legal drugs (including solvents) and the use and abuse of alcohol can impair an individual's performance at work. Any degree of impairment can be a serious threat to safety, health, productivity and potentially the environment.

Our Approach

Therefore:

No A-one+ employees, sub-contractors, agency staff and/or labour, consultants and any of their employees shall:

- Report for duty under the influence of alcohol and/or illegal drugs, or under the influence of legal drugs (including solvents) caused through misuse.
- Report for duty in an unfit state due to the use of alcohol and/or illegal drugs, or through the misuse of legal drugs (including solvents).
- Consume alcohol and /or illegal drugs or misuse legal drugs (including solvents) whilst on duty.

A-one+ reserves the right to test 'with cause' if any of the above characteristics are breached or after an incident involving an employee or anyone performing duties for A-one+ under any form of contractual or sub-contractual relationship. In addition,

A-one+ will carry out random drugs and alcohol testing and testing of new employees and subcontractors at Network or Company Induction.

All work activities will be carried out with proper regard for this policy and associated procedures. All those engaged in work with A-one+ on a site with specific client requirements are expected to comply fully with any additional provisions and working practices for that site.

Policy Breaches

Any A-one+ employee found to be in breach of this policy will be subject to investigation and potential disciplinary action.

Any A-one+ sub-contractor, staff and/or labour engaged through agencies or consultants and any of their employees found to be in breach of this policy will be permanently removed from site or their place of work. It will be the responsibility of the individual's employer to deal with the matter once he/she has been removed.

Signed

Date 10/12/2019

Christine Allen

A-one+ Area 4 General Manager

(for and on behalf of A-one+ JV Board)

Date 10-12-19

Brian Statham

A-one+ Area 12 General Manager

(for and on behalf of A-one+ JV Board)