

Drug & Alcohol Policy

Policy Statement

Rylex Plastics Management and Staff, are committed to ensuring no employees, contractors or other relevant interested parties, place their own or others health and safety at risk, from the adverse effects of drugs or alcohol. The aim of this policy is to communicate responsibilities and expectations in regard to Drugs and Alcohol in the workplace.

Drug & Alcohol Policy Objectives

The Management and Staff at Rylex Plastics are committed and will strive to:

- *Ensure that all employees, contractors and other relevant interested parties are never under the influence of drugs or alcohol whilst at work*
- *Ensure company personnel are fit for work at all times*
- *Investigate any claims of drug or alcohol use or trafficking in the workplace*
- *Apply disciplinary measures for company personnel found under the influence of drugs and alcohol in the workplace*
- *Commit to drug and alcohol testing where deemed necessary in the workplace*

Responsibilities

Employees and other relevant interested parties are expected to:

- *Ensure they comply with this policy and are never effected by alcohol or drugs in the workplace*
- *Participate in alcohol and drug testing where deemed necessary by management*
- *Advise management if they are using any medication, and whether taking or failing to take the medication is likely to affect their or others safety in the workplace*
- *Communicate with management any suspected instances of trafficking, or alcohol or drug use in the workplace as soon as practicably*

Approved by Ryan Melvin



Director

1st July 2019