

## DRUG AND ALCOHOL

ConvaTech Pty Ltd is committed to being a successful, supportive and responsible company. As a responsible company we have identified that the health and safety of all our people can be affected by the misuse of alcohol or other drugs.

ConvaTech Pty Ltd will ensure that:

- Risks arising from the inappropriate use of drugs or alcohol will be identified and assessed.
- Where there is a risk to health and safety from drug or alcohol misuse, effective control strategies will be implemented.
- The Drug and Alcohol Policy and procedures will be explained to all employees at the safety induction.
- Workers are encouraged to report drug and alcohol problems that could present safety risks.
- Managers & Supervisors will take effective action to prevent accidents, incidents or injuries, which could result from drug or alcohol misuse.
- All employees are aware of their responsibility to carry out their duties in a safe manner, unimpaired by drug or alcohol misuse.

ConvaTech also has a contractual obligation to its customers, to ensure that our employees and subcontractors fulfill the onsite Drug & Alcohol Policies and Procedures.

No person will be allowed to commence work or to remain on the worksite, if she or he is under the influence of alcohol or other drugs and would pose an unacceptable risk to us, individually as well as a business.

The procedures introduced in order to implement this policy, will include provisions designed to protect the privacy and confidentiality of employees with the aim of respecting civil liberties of employees at all times.

Non-compliance with this Drugs and Alcohol Policy by any ConvaTech Pty Ltd employee, subcontractor or visitor, may place that person in non-compliance, with Duty of Care provisions for the work place and our customer requirements. Such non-compliance will result in disciplinary action.



**Craig Philpotts**  
Sales and Company Director



### **New South Wales**

PO Box 126, HRMC NSW 2310  
3-7 Ironbark Close, Warabrook NSW 2304  
P: 02 4935 0200 F: 02 4968 4936  
E: info@convatech.com.au

### **Western Australia**

Unit 1/61 Mulgool Road, Malaga WA 6090  
P: 08 9203 1111 F: 08 9249 4606

### **Queensland**

PO Box 8, Mackay QLD 4740  
25-29 Interlink Court, Mackay QLD 4740  
P: 07 4953 9100 F: 07 4952 1346