



## **Drug and Alcohol Policy**

Global Manufacturing Group does insist on a Drug and Alcohol (**intoxicated**) free workplace and will follow the standards detailed below:

The use of, possession of, or being under the influence of any intoxicating liquor or illegal drug whilst in the employment or on any of the Company's premises is prohibited.

Acceptable levels of alcohol for providing a specimen of breath (Breath Testing) is deemed at the "General Alcohol Limit" if the concentration of alcohol in the person's breath is up to 0.5g of alcohol in 20L of breath. (Known as .05) Employees may be asked to undergo a random test to conform to our joint obligations under the WH&S Act, the wishes of the Company's Medical Consultant and /or at the discretion of Management.

### **AIM**

It is recognized that the inappropriate use of drugs and alcohol by an employee can lead to major deficiencies in an individual's work performance and is a contributing factor in industrial incidents, driving accidents and road fatalities. It aims to ensure this organization meets its obligations in respect to providing a safe environment for all employees and the community.

### **BREACHES OF POLICY**

Any breach this policy or any other policy relation to Health and Safety may lead to disciplinary action being taken against the employee.

Team Member/Employee: \_\_\_\_\_

Team Member/Employee Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Employer's Name: *Global Manufacturing Group*

Employer Signature: \_\_\_\_\_ Date: \_\_\_\_\_

(Or designated representative)