



Fendley Consultancy Pty Ltd

HSEQ Alcohol & Drug Policy 011 v1

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Alcohol & Drug Policy

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'Zero Tolerance'

Fendley Consultancy upholds a Zero Tolerance towards the consumption of alcohol and illicit drugs.

All Fendley Consultancy employees and sub-contractors are strictly prohibited to consume or be under the influence of alcohol, drugs or substances whilst they are engaged for work by Fendley Consultancy. This includes whilst travelling to and from the field and at any time where they are representing Fendley Consultancy or our Clients.

Fendley Consultancy upholds a zero tolerance in regard to alcohol and drug consumption and employees and sub-contractors must not:

- Drink alcohol or take illicit drugs or substances whilst on duty
- Report for work whilst under the influence of alcohol, illicit drugs or substances
- Possess, distribute or sell alcohol, illicit drugs or substances on any worksite
- Contribute to others being under the influence of alcohol, illicit drugs or substances at work through the sale, distribution or provision

Any person who exhibits behaviours that could be related to alcohol, drug or substance use will be required to undergo drug or alcohol testing. Random testing is also undertaken and employees and sub-contractors may be required to undergo a random drug or alcohol test at any time.

Personnel taking prescribed medication:

The effects of some prescribed medications can affect physical and mental alertness, this includes any medications that are not recommended to be taken whilst driving a vehicle or operating machinery.

All personnel are advised that, should they be prescribed any medications, that the potential for these to impact on their ability to work safely needs to be determined. The treating doctor will provide verbal or written advice of any restrictions to be considered.

Any advice provided by a medical practitioner in relation to medication must be provided to your supervisor to enable them to ensure you and others are not placed at risk through any possible impairment.

All employees and sub-contractors have a legal obligation to advise their supervisor if the state of their physical or mental health changes which may impact on their ability to work safely.

Non-compliance with the drug and alcohol policy will be viewed as a very serious matter and will be met with cancellation of contract.

Ian Fendley
Managing Director
Fendley Consultancy Pty Ltd



Master Document Approved and Signed by: Ian Fendley	Position Held: Managing Director
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