

DRUG & ALCOHOL POLICY

ICI Industries Pty Ltd is committed to providing a safe and healthy working environment for its employees, contractors and visitors to its worksites. ICI Industries Pty Ltd, its employees and contractors have obligations under the “duty of care” responsibilities set out in the WH&S act and Common Law.

ICI Industries Pty Ltd will aim to ensure that all employees and contractors are fit for work.

It is therefore a company requirement that:

- All employees and contractors performing work for the company must not report for work, or conduct work duties if their performance could be adversely affected by drugs or alcohol.
- Employees and contractors must not perform work for the company under the influence of
 - a) illicit or illegal drugs or
 - b) Alcohol, to the limits set down in site specific procedures and/or ICI Industries Pty Ltd induction programs. Employees and contractors performing work for the company must not manufacture, possess, sell, trade, distribute, dispense, and/or offer for sale any illegal drugs or intoxicants at any company workplace
- All employees and contractors while on ICI Industries Pty Ltd worksites are required to be familiar with company’s Drugs and Alcohol Policy, site specific drug and alcohol limits and testing programs and procedures. Adherence is a company prerequisite for entry to work sites.
- When alcohol is consumed at a company or clients function or social event or when travelling on company business individuals are expected to behave in a responsible manner, and ensure that alcohol consumption does not compromise their own or other persons health and safety or contravene laws, regulations and local customs.
- ICI Industries Pty Ltd is committed to the concept of Prevention, Counselling and Rehabilitation

ALL INDIVIDUALS AT WORK ARE RESPONSIBLE FOR THE HEALTH AND SAFETY OF THEMSELVES AND OTHERS.

Graham Foley

MANAGING DIRECTOR

SIGNATURE

DATE