

Our goal is to create a drug and alcohol-free workplace that ensures we always achieve a safe standard of work. We aim to ensure public safety and to maintain a safe, and productive work environment for all employees by preventing accidents or other dangerous incidents that may result from drug or alcohol use. This policy pertains to all employees of the company who have cause to be on company properties.

WE HAVE A COMMITMENT TO

- promote employees' wellbeing, health, and safety.
- create a work environment where employees and visitors feel safe.
- recognise the importance of satisfying client expectations and providing quality service
- improve business performance including management of business risk and associated costs.

The Drug & Alcohol Policy and Procedures apply to all employees of G&T Construction Ltd and subcontractors. We will support staff in achieving this goal through the following initiatives:

Education and Training

- The Drug & Alcohol Programme will be supported by educational material and managers' training conducted by recognised specialists.

Pre-employment Testing

- New appointments to the business are contingent on applicants returning a negative drug test.

Post-Accident / Incident Testing

- Employees may be tested for the presence of drugs and/or alcohol when they are involved in an incident or accident where their actions may have contributed to the event. Certain serious incidents could result in mandatory testing.

Reasonable Cause Testing

- Employees may be tested for the presence of drugs and/or alcohol where their actions, appearance, behaviour, or conduct suggests drugs and/or alcohol may be impacting on their ability to work effectively and safely.

Random Testing

- Employees will be subject to be randomly selected for testing for the presence of drugs and/or alcohol.

Serious Misconduct

- Employees observed taking, selling, supplying or being in the possession of drugs or alcohol at work will be disciplined according to G & T Construction's serious misconduct procedures. Employees refusing to consent to undertake drug/alcohol testing will also be disciplined as above.

Rehabilitation

- G & T Construction Ltd may assist with a Drug and Alcohol Rehabilitation Programme for employees either voluntarily asking for assistance or testing positive for drugs and/or alcohol for the first time under this policy.



Lex Thomson
Company Director
G and T Construction