



"Find a job you enjoy doing, and you will never work another day in your life"



FINDMEA – ALCOHOL & DRUG POLICY

FINDMEA is committed to providing a safe, and as far as is practicable, a hazard free environment for all workers, visitors, customers and the public. FINDMEA also believes that all personnel have a responsibility to their fellow workers and to themselves to maintain this safe and healthy working environment.

The inappropriate use of alcohol and other drugs can lead to the impairment of an individual's health and work performance and can cause or contribute to accidents and injuries.

To minimise the risk and harm associated with alcohol and other drugs in the workplace, FINDMEA will:

- Take appropriate action to ensure that a worker or contractor on FINDMEA property or FINDMEA worksite, or on FINDMEA business during the normal scheduled hours of work, is not affected by alcohol or other drugs, either illicit or prescribed.
- FINDMEA may arrange alcohol and other drug testing to be conducted by a nominated clinic or by statutory authorities.
 - Where alcohol or drug use is suspected.
 - Following a serious accident or injury
- Alcohol and other drug screening will form part of routine and pre-employment medical examinations.
- Co-operate with customers in the implementation and application of their alcohol and drug policies where applicable to FINDMEA worksites or imposed through specific contracts.
- Encourage workers who may have a drug or alcohol problem to seek professional care and counselling and FINDMEA will co-operate in such efforts.
- As appropriate, provide information and training on the effects of alcohol and other drugs.

All Personnel

Report promptly to management any suspected use of alcohol or drugs in the workplace.