



DRUG AND ALCOHOL POLICY

POLICY STATEMENT

- ANDREW'S REFRIGERATED TRANSPORT is committed to providing a safe, healthy and productive workplace.
- Andrew's Refrigerated Transport's daily activities involve the use of machinery and vehicles with the potential to maim or kill during operation.
- The use of alcohol and other drugs adversely affects work performance and safety.
- Andrew's Refrigerated Transport recognises the right of any person to expect that their personal safety will not be jeopardized by an accident caused by substance abuse, and that this right overrules any wish on the part of an individual to have illegal substances present in their body.
- Accordingly, ANDREW'S REFRIGERATED TRANSPORT maintains a policy of ZERO TOLERANCE to substance abuse (both drugs and alcohol) during working hours.

EMPLOYER RESPONSIBILITY

Andrew's Refrigerated Transport has a legal responsibility to their employees, their subcontractors, their customers, and the community to maintain a safe and healthy work environment throughout their operations.

Every Andrew's Refrigerated Transport manager is therefore responsible for the implementation of this Policy.

EMPLOYEE AND SUBCONTRACTOR RESPONSIBILITY

All employees, contractors and subcontractors have a responsibility to present themselves for work unimpaired by alcohol or other drugs. By law, drivers of prime movers must have a zero blood alcohol level whilst driving.

Employees and subcontractors are not permitted to drink alcoholic beverages or to take drugs that have not been prescribed on medical grounds, while at work, during meal breaks, or on company premises.

Any employee or subcontractor taking prescribed medication must seek a written opinion from a medical practitioner as to whether such medication may affect his or her ability to operate mechanical equipment safely and to perform any other work related duties. The Employee or subcontractor must provide such opinion to the Andrew's Refrigerated Transport if requested,

ANY EMPLOYEE OR SUBCONTRACTOR WHO IS FOUND DURING WORKING HOURS TO BE IN BREACH OF THIS POLICY WILL BE DEEMED TO HAVE COMMITTED AN ACT OF SERIOUS AND WILFUL MISCONDUCT AND MAY BE SUMMARILY DISMISSED.

Any Employee or subcontractor found to be buying, selling, or in possession of illegal drugs or paraphernalia used for substance abuse on Andrew's Refrigerated Transport premises or in Andrew's Refrigerated Transport vehicles shall be deemed to have committed an act of gross misconduct and shall be liable to summary dismissal.

PROCEDURES

Where an Employee or subcontractor is assessed to be in breach of this policy, then

- The employee or subcontractor will be informed of the risk to their own safety and the safety of others.
- The employee's supervisor or subcontractor will invite a health and safety representative to be present during initial discussions with the Employee or subcontractor.
- The Supervisor will arrange for the Employee or subcontractor to undergo for a drug and/or alcohol test to be conducted by trained personnel. The costs for all such tests shall be at the expense of Andrew's Refrigerated Transport and the results shall be made available to the Employee or subcontractor and to Andrew's Refrigerated Transport.
- Following the test the supervisor will arrange safe transport for the employee or subcontractor to leave the workplace and the employee or subcontractor will be stood down without pay until the result of the test becomes available.

NO EMPLOYEE OR SUBCONTRACTOR SHALL REFUSE

No employee or subcontractor shall refuse a request by Andrew's Refrigerated Transport for a blood and/or urine sample and/or saliva and/or breath analysis for an alcohol or drug test. Where an employee or subcontractor fails to undergo a requested test the disciplinary consequences shall be explained to the employee or subcontractor, and the request then repeated. Further failure to undergo testing shall be deemed as a positive test result, and the employee or subcontractor concerned shall be liable to summary dismissal.

Andrew Smyrnis
Transport Manager