



Drug and Alcohol Policy

Karratha Building are committed to a zero tolerance for Drugs and Alcohol in the workplace. This policy shall be complied with by all employees, subcontractors/contractors and visitors who work for Karratha Building or who access the premises. Failure to comply with this policy could result in disciplinary action, employment termination or escorting off the premises.

All personnel shall:

- Report to work with a Blood Alcohol Concentrate level (BAC) of 0%;
- Not present to a place of work if under the influence of Drugs and Alcohol;
- Not conduct any task if under the influence of Drugs and Alcohol;
- Not misuse any prescribed drugs whilst performing work for Karratha Building;
- Inform their Supervisor if prescribed medication is currently being taken which could impair their behaviour or performance whilst at work;
- Report any person who may be suspected of being under the influence and not fit for work;

Karratha Building may exercise the right to:

- Blanket Test for Drugs and Alcohol
- Conduct Cause Testing for Drugs and Alcohol
- Conduct Random Testing for Drugs and Alcohol

Karratha Building encourages **Self-Testing** to ensure all personnel are fit for work.

Signed.....

Date 15/3/2016