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Drug and Alcohol Policy

APS is committed to achieving a healthy and safe working environment for our employees. As such, we recognise that alcohol, drug and other substance abuse by employees can have serious adverse effects on their own health and safety of other others. As such, all employees must not:

- Consume alcohol or be under the influence of alcohol while working;
- Use or possess illegal drugs at any time in any workplace; or
- Drive a vehicle, having consumed alcohol or suffering from the effects of illegal substances.

If a co-worker suspects another to be affected by drugs or alcohol, they must inform the Project Manager immediately. No employee will be allowed to work under the influence of drugs or alcohol at any time.

Employees undergoing prescribed medical treatment with a controlled substance that may affect the safe performance of their duties are required to report this to their Project Manager.

All issues pertaining to these matters shall be kept strictly confidential.

A breach of this policy may initiate appropriate action including the termination of employment or subcontractor agreement.

Responsibility for implementation of this policy lies with the Managing Director. Our company is committed to ensuring that all employees are aware of the dangers of drug and alcohol abuse and the potential dangers they impose in the workplace.

A handwritten signature in blue ink, appearing to read 'David Murray', with a large, sweeping flourish underneath.

David Murray

Director

15/03/2016