



HEALTH AND SAFETY POLICY DRUGS, INCLUDING ALCOHOL & THE WORKPLACE

INTRODUCTION

Rovera Scaffolding (QLD) Pty Ltd (Company) considers the health and safety of all workers and visitors to its workplaces to be of absolute importance. This policy addresses the issue of drugs, including alcohol, and the workplace.

All drugs, including alcohol, can have an affect on the ability of an workers to carry out their duties safely and can put fellow workers at risk.

This policy has been formulated to ensure a safe work environment is maintained at all of the Company's workplaces and to provide a frame work for dealing with issues relating to people under the influence of drugs, including alcohol, when entering a Company workplace. It also addresses the consumption of drugs, including alcohol, at any of its workplaces.

Understanding and acceptance of this policy, as well as the organisation's other policies and procedures, is a condition of employment with the Company.

SCOPE

This policy applies its workers, contractors, subcontractors and consultants (worker) and its suppliers and clients (visitors) working at or visiting any of the Company's workplaces.

This policy covers all drugs including, but not limited to,

Alcohol;

Over the counter and prescription drugs;

Minor tranquillisers (such as Valium, Serapax, Mogadon and Normison);

Illicit substances;

Opiate Analgesics (such as Opium, Morphine, Heroin, Pethadine and Methadone);

Non-opiate Analgesics; and

Volatile substances (such as butane gas, petrol, paint thinner and glue).

GENERAL

Workers and visitors under the influence of any drug, including alcohol, are not permitted to enter any Rovera Scaffolding (QLD) Pty Ltd.'s workplace.

The consumption and /or use of any drug including alcohol, on site at any Rovera Scaffolding (QLD) Pty Ltd's workplace is strictly prohibited.

Rovera Scaffolding (QLD) Pty Ltd reserves the right to remove any person who is suspected of being under the influence of, or suspected of consuming any drug from any of its workplaces immediately.

It is your responsibility to report any incidences immediately to Rovera Scaffolding (QLD) Pty Ltd so immediate action can be taken.

The Company will not take any responsibility for the safety of the person removed from its workplaces when they are found to be under the influence of any drug, including alcohol.

AUTHORISED BY: Name: Bobby Milicevic

Position: Director

Date: 12th September 2013

Signature:

A handwritten signature in black ink, appearing to read "Bobby Milicevic", written over a horizontal line.