

This policy is applicable to all personnel, including contractors, working under Northfield Construction's control.

It is Northfield Construction's (NCL) policy that no person shall:

1. Report for duty in an unfit state due to the use of alcohol or drugs.
2. Be in possession of controlled drugs in the work place.
3. Possess or supply alcohol or non-prescribed drugs.
4. Consume drugs or alcohol at work.

Prior to being allocated to safety critical roles, as defined in arrangements at 3.49, workers will be subjected to drugs and alcohol testing.

NCL will conduct drug and alcohol testing:

1. During annual, unannounced, random screening which will be conducted as part of routine inspections or when deemed necessary.
2. Upon instruction from its directors.
3. As part of an investigation process following serious accidents or incidents.

Each person being tested will be asked to consent to being tested. Where consent is not given or testing is refused, it is NCL's policy that the person must be suspected of not being in a fit state to work and must be sent home pending management action.

When being prescribed medication, personnel shall notify their Doctor of the nature of the activities they are engaged in at work. They shall ensure their line manager is immediately notified, in writing, of any prescribed medication and Doctor imposed restrictions which may impact safety in the work environment.

No person should discontinue with an agreed course of treatment for a drug or alcohol related problem without good reason. Any person on such a programme must declare it to their line manager so that appropriate risk assessments, arrangements and support can be implemented.

NCL's Directors will assess each breach of this policy on a case by case basis and instruct appropriate management action thereafter.

This policy is to be communicated to all personnel during induction and is to be posted in prominent places.

The policy is to be reviewed annually or where opportunities for improvement are identified.

Signed:



Date: 31/7/2020

S. Dean
Company Director