



Drug & Alcohol Policy

This policy applies to all Scavenger Supplies employees, contractors and third-party personnel who are engaged to carry out work on Company owned or operated worksites.

Scavenger Supplies recognizes that abuse or misuse of drugs and alcohol by company employees, contractors or third-party personnel may impair their ability to perform their duties properly and may have serious adverse effects on their competence, safety, and company productivity.

Whilst engaged by Scavenger Supplies on company or client worksites, the following is strictly prohibited:

- * The possession, soliciting or consumption of prohibited and non-prescription drugs
- * Being under the influence of drugs or alcohol whilst at work
- * Bringing any alcohol or drugs onto company premises or worksites.

Drug and Alcohol testing may be conducted under any of the following circumstances:

- * During the job application process
- * When there is reasonable suspicion an employee is under the influence of drugs and/or alcohol
- * When an employee is directly involved in an on-the-job accident/incident
- * As part of a random testing program instituted by Scavenger Supplies.

All medications and prescribed drugs must be supported by a letter from the individual's medical practitioner stating the type and quantity of drug/s that the individual is taking and that they are 'fit for work'. Any employee, contractor or third-party personnel taking prescribed and/or non-prescribed drugs must declare this to the Managing Director before commencing any work activity for Scavenger Supplies. Scavenger Supplies will where applicable perform a risk assessment to ensure that the medication does not impact the safety of the individual or others and modify work duties if required and possible.

Failure to comply with the requirements of this policy will result in disciplinary action which may include dismissal.

Warren Blay
Director

31st January 2024