

ALCOHOL & DRUGS POLICY

Hawkesbury Cranes Pty Ltd management is committed to providing a safe, healthy and productive workplace.

Hawkesbury Cranes Pty Ltd acknowledges that Alcohol and other Drug abuse can have a severe effect upon employee's abilities to perform safely and effectively and as a consequence endanger themselves, their fellow workers and the public, along with exposing an unacceptable risk to the Hawkesbury Cranes Pty Ltd business.

Our employees will not be permitted to perform any task whilst under the influence of Alcohol, Prescription Drugs or any other illegal drugs / substance.

Employees shall not use, possess, or sell alcoholic beverages, illicit or non-prescribed drugs or misuse legitimate prescription drugs while at work. The employee must notify Hawkesbury Cranes Pty Ltd management if they are taking any prescription medication.

The safe and responsible use and consumption of alcohol beverages may be authorised by senior Hawkesbury Cranes Pty Ltd management for official company functions or after work in designated areas.

Company employees shall be prohibited from entry to any Hawkesbury Cranes Pty Ltd site if they are under the influence of alcohol or any other drug. The company reserves the right to test any employee for alcohol or drugs in random tests, if they are involved in a workplace incident or if it appears the person is under the influence of drugs in the workplace.

Hawkesbury Cranes Pty Ltd will make every endeavour to provide assistance and rehabilitation in the form of referral to medical help or counselling if an employee recognises there is a problem with alcohol or drugs.



Ernie Jungherr,
General Manager

Date: 5th November 2013