



**Diverse Group**  
AUSTRALIA

## Alcohol & Drug Policy

### **POLICY STATEMENT:**

It is the policy of this company to ensure that we fulfil our obligations as an employer under workplace health and safety (WHS) legislation by ensuring that employees do not place their own health and safety or the health and safety of others at risk. To achieve this, we are committed to providing and maintaining a working environment in which employees are not exposed to hazards arising from the use or abuse of alcohol or drugs either in the workplace or in other circumstances which may adversely affect the health and safety of themselves or others at work.

### **AIMS AND OBJECTIVES:**

We will strive to ensure that all employees engaged by Diverse Group Australia Pty Ltd, either as employees or contractors, are in a fit condition to safely carry out their work, and that employees are not impaired in any way by the effects of alcohol or drug use or abuse. To achieve this, no person will be allowed to enter a workplace or carry out work while suspected of being under the influence of or suffering from adverse effects of alcohol or drugs.

Instances of wilful abuse of substances, whether legal or illegal, or trafficking of substances that are illegal and/or detrimental to the safe conduct of work are prohibited, and are cause for disciplinary action up to and including immediate termination of employment and removal from the workplace of the person or persons involved.

### **RESPONSIBILITIES:**

All employees must comply with this alcohol and drugs policy when in a workplace covered by this policy. Employees must not exceed the blood alcohol content (BAC) limits set by the company when on or in company workplaces. Random alcohol screening may be carried out to enforce this policy, as will testing of any person reasonably suspected to be affected in any way by alcohol use, and offenders subject to immediate appropriate disciplinary action. Employees must advise their supervisor if they are using any medication, and whether taking (or failing to take) the medication is likely to affect their safety or the safety of others at the workplace.

Any use of illicit drugs will be considered as rendering a person unfit for work. Random drugs screening and/or testing may be carried out of any person reasonably suspected to be adversely affected in any way by drug use to enforce this policy, and offenders subject to immediate appropriate disciplinary action. Possession or trafficking of illicit drugs will result in immediate dismissal and removal from company workplaces.

**Jason Bull**  
Managing Director  
Diverse Group Australia Pty Ltd

Date: 14-6-17

## Our Values

### Safety

Our focus is on ensuring the health, safety and wellbeing of our people, community and the environment.

### Teamwork

We work in collaboration to achieve common objectives by communicating openly, honestly and supporting each other.

### Respect

We celebrate diversity and strive for a workplace where interactions with our team, our clients, traditional land owners and the environment are based on respect and mutual reward.

### Innovation

Our commitment to researching the latest advances in technology, equipment and work practice ensure a culture of continual innovation.

### Versatility

Our flexibility and adaptive approach enable us to meet our clients' needs with agile responsiveness which deliver positive outcomes.

### Expertise

We offer a broad range of skills, knowledge and experience to our clients while working with them to deliver positive outcomes and solutions.