



Drugs & Alcohol Policy Statement

Just Focus Pty Ltd

Version: 1.0

Issue date: 08 April 2024

Review date: 08 April 2026

Document No: CD-14

We are committed to providing a safe, healthy and productive workplace.

It is the personal responsibility of all workers and subcontractors to ensure that they are fit for duty and not impaired by alcohol or drugs, including prescription drugs which may impair the employee's ability to work safely. We recognise that alcohol and other drug abuse can have an adverse effect upon an individual's ability to perform effectively and safely, therefore, endanger themselves, their fellow workers, and the public, along with possible risk to Just Focus.

Workers shall not perform any task whilst under the influence of alcohol or any other drug.

Unless provided for elsewhere, where a worker in charge reasonably suspects that a worker is not fit for duty due to alcohol or drug impairment, the worker in charge shall not allow the worker to undertake duties until it can be determined that they are fit for work.

Workers shall not use, possess, distribute or sell alcoholic beverages, illicit or non-prescribed drugs or misuse legitimate prescription drugs while at work, we consider the misuse of drugs and alcohol in the workplace as serious misconduct. A worker found to have misused drugs and alcohol which adversely affects the safety of the workers or others in the workplace will be required to show cause as to why their employment should not be terminated.

Workers shall be prohibited from entry to site if under the influence of alcohol or any other drug.

Workers who are found to be in breach of this policy will be subject to the Breaches procedure and depending on the circumstances their behaviour may be treated as serious misconduct.

Affected workers who are in breach of this policy will be counselled and immediately stood down from duty and removed from the workplace.

We will make every effort to provide assistance and rehabilitation in the form of reference to medical help or counselling if required.

Personal leave or leave without pay may be negotiated to enable rehabilitation and counselling.

