

Splice Construction Ltd Is Committed to Achieving A Drug Free Work Environment

Objectives:

With the participation and commitment from Senior Management, Employees & Subcontractors we will achieve a workplace environment that is free from anyone being under the adverse effects of alcohol and/or drugs.

The adverse effects of someone under the influence of alcohol or drugs, poses an unacceptable and unnecessary risk to the health and safety of others, quality of work and profitability of the company.

Drug & Alcohol Testing

1. We will carry out pre-employment Drug Testing for new employees.
2. We will conduct 'random' drug testing or for any other circumstances which testing is lawful or where required by our client.
3. We will test any person whom the employer or another employee has reason to believe is adversely affected by drugs and/or alcohol.
4. As the result of an accident, incident or near-miss, **or due to disregard of procedure**, that has compromised our H&S System, or standards, or resulted in damage to a company vehicle, machine and/or property.
5. If a current or prospective client or customer requests drug & alcohol testing.
6. You must notify your Manager &/or the Health and Safety Officer if you are currently on or prescribed in the future any prescription drugs that may affect your ability to concentrate.

Consequences:

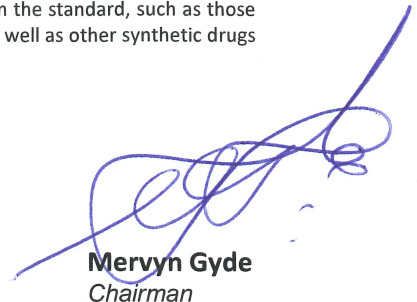
- Employees found to be under the adverse effect of alcohol or drugs may be required to undergo rehabilitation treatment.
- They may be stood down from work without pay until a clean test is established.
- Any failed tests are at the employees cost & subsequent retests until a clean test is established.
- It may result in disciplinary action including dismissal (with or without notice).

'DRUGS' means any kind of mind altering or legally controlled substance unless it is prescribed by a doctor and used in accordance with medical directions. This includes any drugs listed in the Misuse of Drugs Act 1975 and any drugs listed in the AS/NZS 4308:2008: Procedures for specimen collection and quantitation of drug abuse in urine. It may also include drugs other than those listed in the standard, such as those drugs referred to as "designer drugs", including (but not limited to) synthetic cannabinoids and herbal highs, as well as other synthetic drugs such as opioids, hallucinogens, piperazines, stimulants and sedatives.

'ALCOHOL' means any alcoholic drink, including spirits, wine or beer.



Graeme Rush
Managing Director (Owner)



Mervyn Gyde
Chairman