

## DRUG AND ALCOHOL POLICY

APH Contractors Pty Ltd will not tolerate the use of alcohol or prohibited drugs, whilst driving, in charge of or, operating any motor vehicle or equipment owned or operated by APH Contractors.

Any employee who drives, operates, or is in charge of any APH Contractors motor vehicle or equipment whilst under the influence of alcohol or a prohibited drug, will face instant dismissal after an appropriate investigation. This behavior is considered **gross/willful misconduct** in the eyes of APH Contractors.

All employees must have a zero blood alcohol limit at the commencement of duty, and at all times whilst on duty. Consumption of alcohol during working hours is also prohibited. Our insurance company states that if an employee is found to be under the influence of alcohol or a drug and is involved in an accident, they have the right to sue the employee to recover their losses.

When a doctor prescribes employees medication or drugs, they are to check with the doctor to ensure that the medication or drug will not adversely affect their work performance and then advise their supervisors and/or Safety Representative of such medication.

Absolutely **no alcohol or illegal drugs** are to be carried on or in, either the prime mover or trailer/s at any time unless specifically covered on that loads manifest.

APH Contractors reserves the right to test any employee at any time, by any recognised method, for alcohol or drugs.

Employees are not to wear company uniforms to any establishment where it may be construed that they are drinking an alcoholic beverage whilst on duty.

A handwritten signature in blue ink, appearing to read 'Frank Kenny', is positioned above the printed name and title.

Frank Kenny  
**Managing Director**

**01/07/2018**