

Drug & Alcohol Policy

INTRODUCTION

TDG Environmental have a zero tolerance policy for all employees found to be affected by illegal drugs or alcohol whilst on site or using company vehicles.

All employees and contractors engaged by TDG Environmental (TDG) and / or entities of, are expected to behave in a responsible manner and present fit for work in a condition that would not impair their ability to perform their duties safely.

The effects of drugs and alcohol at work significantly increase the risk of an incident that can result in personal injury, environmental impact, or damage to property. The use of drugs and alcohol can impair an individual's capacity to perform their job safely and efficiently and may result in the risk of injury or a threat to other employees, customers, and members of the public.

SCOPE

This policy applies to all employees, contractors and visitors, working on or entering Company branches or worksites, including any vehicle being used for TDG related tasks. Customer locations are worksites for the purpose of this policy.

POLICY

- To provide a safe working environment by minimising risks associated with the use of drugs and alcohol.
- To ensure employees who are deemed unfit for work are dealt with reasonably, consistently, and fairly.
- To provide assistance through preventative initiatives to help employee's overcome drug and alcohol related issues.
- To ensure no employee commences work or return to work whilst under the influence of drugs or alcohol.

Employees found to be affected by drugs or alcohol will be immediately sent home with pay until confirmation of the non-negative result, at which time the employee will be terminated. TDG will allow the re-employment of the terminated employee after the completion of an agreed return to work plan that addresses the employees drug or alcohol related issues. There will be no eligibility for the sign on or referral bonuses.

RESPONSIBILITIES

- Ensure this policy and related procedure are implemented and maintain confidentiality of test results and associated activities.
- Act in a responsible manner and present for work in a fit and healthy state.
- Notify manager/supervisory personnel if they are experiencing any condition, such as fatigue or other illness, that may affect judgement of performance.
- Notify manager/supervisory personnel if taking prescription medications which have been labelled that they may affect judgement of performance.
- Seek advice from doctor about compatibility of all prescribed medicines with work.
- Report instances of suspected unauthorised drug or alcohol use to immediate supervisor.
- Act in a safe manner at all times and to take appropriate action to prevent any risk to the health and safety of other employees or themselves and to the environment.
- Undergo testing as and when required under the Drug and Alcohol procedure.