

Drug and Alcohol Policy

Our daily activities involve the use of heavy vehicles that have the potential to injure or kill. Therefore, we are committed to provide a safe, healthy and productive workplace environment for management, staff and drivers. To achieve this, no person is to commence a shift or carry out any work duty while under the influence of drugs or alcohol.

We recognise the right of any person to expect that their personal safety will not be jeopardised from the use of alcohol consumption and/or drug use. Accordingly, our company maintains a policy of strict and appropriate disciplinary action for the use of alcohol consumption and/or drugs during working hours or if still affected at the point of commencement of a duty.

On the detection of any person being affected or impaired by alcohol and/or drugs (illicit and/or prescribed), it is to be immediately reported to Management and action taken will be in accordance with our investigations procedure.

Managers

- Our company has a legal responsibility to staff, drivers and the general public to maintain a safe and healthy work environment throughout their operations.
- Managers are to provide and avail proper and appropriate recourses that allow for the proper enforcement of this policy.
- To maintain a work environment that ensures staff at any time while carrying out a duty are not affected by drugs and alcohol.
- Managers are to maintain and whenever necessary update policies and procedure to help identify and act upon a person who is found to be in breach of this policy.


Staff / Drivers (Including Drivers of Contracted Carriers, Customers, Suppliers and Agents)

- All staff and drivers have a responsibility to present themselves for work free from and unimpaired by alcohol and/or drugs.
- All staff and drivers have a responsibility to remain free from and unimpaired by alcohol and/or drugs whilst carrying out duties within or for our company.
- All staff and drivers are not permitted to ingest or inject drugs that have not been prescribed on medical grounds.
- At any time, a person taking or being prescribed medication must first seek written opinion from a medical practitioner as to whether such medication may impair their working and proper judgement and ability.
- Evidence of such opinion from a medical practitioner must be presented to Management immediately upon it being provided.
- All staff and drivers are not permitted to consume alcoholic beverages
 - *at any time during working hours or;*
 - *prior to the commencement of their duties if they remain impaired.*
- All staff and drivers are to report to management of any incident or belief that there has been a breach against this policy.

CONSEQUENCE

Staff and drivers who breach this policy in part or in whole will be deemed to have committed an act of serious and wilful misconduct. Action taken for any breach against this policy may include dismissal.

CHIEF EXECUTIVE OFFICER

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