



APA Group

Health Safety & Environment



Alcohol and Drug Policy

APA Group has a duty of care to all employees, contractors and visitors to provide a safe and healthy working environment.

Where the behaviour of an employee, contractor or visitor is influenced by alcohol and/or drug use and this behaviour is improper, unsafe or constitutes a risk to themselves or others, this behaviour must be addressed immediately by any employee or management.

Scope

This policy applies to all APA Group locations, work related functions, including off site functions and any extended invitation where APA is represented by invitation.

This policy may be overridden by other alcohol and/or drugs policies that apply to individual activities and/or groups working on specific projects.

Roles & Responsibilities

- Management are responsible for the implementation of this policy in their area of responsibility and have the authority to act immediately should they have the need to do so.
- All employees, contractors and visitors will ensure that they are fit for work and their work performance is not impaired by the misuse of alcohol and drugs (including over the counter drugs) and must not endanger their own safety or the safety of any other person.
- Management will provide opportunities and information for support and assistance for employees with drug and alcohol related problems and other substances, through APA Group's Employee Assistance Program.

Disciplinary Action

A breach of this Policy may result in APA Group management conducting an investigation and applying its disciplinary policy.

Mick McCormack – Managing Director