



Purpose

JWB has a robust Alcohol and other Drugs Policy to provide the appropriate guidance and material support in ensuring all personnel engaged in all works (including Civil and Rail works) are fit for duty and not under the influence of alcohol or drugs.

SCOPE

This policy applies to all activities undertaken by JWB Construction and its subsidiary companies. It applies to all persons in the workplace, worker's employees, contractors, consultants and third party workers.

Note, it is an offence for a Rail Safety Worker whom is about to commence rail safety work, to have alcohol or other drugs above the legally prescribed cut off limits.

JWB Construction has a ZERO tolerance reading for alcohol.

RESPONSIBILITIES

Management

It is the responsibility of JWB Construction Management/Supervisors to monitor and manage all results from a drug and alcohol test, both non-negative and negative.

JWB Construction will not tolerate wilful, reckless or inappropriate behaviour associated with the use of drugs and/or alcohol.

Staff

Staff are to notify JWB Management/Supervisors before commencing work if they are taking prescribed medication administered from an authorised Doctor or over the counter medication that comes with a warning.

Note: All Staff are responsible for presenting themselves fit for duty at all times and not under the influence of alcohol or drugs.

Testing

JWB may conduct drug and alcohol tests in the following circumstances:

- randomly,
- for just cause upon suspicion,
- post incident and
- at the discretion of management.



Drug & Alcohol Policy

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Companies that JWB contract to may also conduct random drug and alcohol tests and some require daily breath tests conducted on specific sites.

The National Rail Safety Regulator may also conduct testing on any rail site they visit.

An employee cannot refuse a drug and alcohol test whilst employed by JWB Construction. Any refusal to submit to testing is not only against JWB Policy but for Rail Safety Workers a maximum penalty of \$10,000 can apply under legislation.

Anyone returning a confirmed positive test will be subject to disciplinary measures which may include dismissal.

Application of the policy

This policy is applicable to JWB all its operations and functions including those situations where Management, employees and subcontractors are required to work off site.

Authorised by

CEO JWB CONSTRUCTIONS

Danny Bakos

Date: 05 January 2023