



## Drug and Alcohol Policy

The management of SCC (S.A.) Pty Ltd. is committed to providing a professional work environment by ensuring that the consumption and distribution of drugs and alcohol or working under the influence of drugs and alcohol does not occur.

SCC (S.A.) Pty Ltd. aims to ensure the health, safety and well-being of all company's workers; clients, service providers and visitors are protected at all times. All workers have the right to attend to their duties without risk of injury; therefore, SCC (S.A.) Pty Ltd. has a zero tolerance approach to drugs and alcohol at the workplace. It is the nature of drugs and alcohol to distort perceptions and create impairment of what is really occurring. As this is the case workers under the influence of drugs and alcohol not only increase the risk to themselves but other workers, clients and member of the public.

In accordance with the responsibilities outlined within the relevant guidelines and Work Health and Safety (WHS) legislation SCC (S.A.) Pty Ltd. will endeavour to:

- Recognise and be alert to indicators of drug or alcohol misuse and take appropriate action when necessary.
- Educate workers as to the nature and effects of drugs and alcohol and to provide necessary resources to inform them of the contents of this policy.
- Provide guidance and information to develop confidence to know what action to take regarding any concern about drug and alcohol misuse.
- Promote a supportive environment which recognises different attitudes towards prescribed medication and alcohol use.
- Demonstrate its legal responsibility for the health, safety and welfare of all workers, contractors and visitors within our workplace.

SCC (S.A.) Pty Ltd reserves the right to conduct drug and alcohol testing of those involved in a workplace incident or accident, or individuals believed to be under the influence of drugs or alcohol.

Worker in breach of this policy or related procedures will face disciplinary action, which may include termination of employment or contract.

Brandon Petty – Managing Director

18/8/2015  
Date

