



Drugs & Alcohol Management Policy Statement

A1 Tree Services has a zero tolerance to drugs & alcohol and **will** act in a responsible manner to protect the health and safety of our employees and those working alongside our employees.

For this reason, the objective of this policy is to provide for principles for preventing health and safety incidents resulting from drugs or alcohol usage and to provide for practical ways for managing the risk associated with drug and alcohol usage.

In conjunction with the A1 Tree Services Drug and Alcohol Management Plan. This means;

1. Employees must report fit for work, free from the effects of illicit drugs & alcohol and if tested return a negative result. Employees must use medications, either prescribed or over the counter, in accordance with recommended dosages.
2. A1 Tree Services reserves the right to hold random drug and alcohol testing in accordance with AS/NZS 4760:2019 and AS3547:2019
3. A person who is breach of this policy or affected by drugs or alcohol will not be permitted to work on an A1 Tree Services site or client site in which we are working.
4. A person who believes another person is in breach of this policy or affected by drugs or alcohol shall report to their supervisor (in confidence) their suspicions.
5. Where a breach of policy occurs, disciplinary action will be taken by A1 Tree Services management following consultation with that person. If disciplinary action is required to be taken this will be in accordance with the Drug and alcohol procedure WHS-010.
6. Confidentiality is to remain in place during that person's necessity to undertake rehabilitation or counselling.

This Statement is directed to all personnel, in that every individual is responsible in providing a healthy, safe and environmentally conscious workplace. It is an ongoing responsibility of unions and A1 Tree Service to ensure that all employees are aware of this policy.

Leigh Winwood
General Manager