



## Drug and Alcohol Policy

No employee is to commence work, or return to work, while under the influence of alcohol or drugs. The purpose of this policy is to maintain a work environment free from the effects of the use of alcohol and drugs. The consequences of breaching this policy are detailed in the non-conformance procedure.

The Murrina Group vehicles:

- The Murrina Group vehicles are not to be driven by anyone who is under the influence of alcohol or drugs. The Murrina Group will not accept liability for any damage to a The Murrina Group vehicle, injury to any person, or damage or injury to any third party, incurred while the driver of The Murrina Group owned vehicle is in breach of this policy or of the law. All liabilities shall rest with the driver concerned.

Prescription Drugs:

- If you take prescription drugs please check with your doctor to establish if the use of the drug may impact on work performance. If so, please obtain this advice in writing and provide this advice to your manager.

Drug and alcohol testing:

- To ensure the maintenance of this policy all employees may be subject to random drug and alcohol testing. Additionally, testing may be required where, by way suspicion or observation or other reasonable methods; including disclosure by others or where an employee's behaviour or work performance indicates the person is under the influence of drugs or alcohol. When an OH&S incident or injury occurs; the employees involved in the incident may be required to undergo a drug and alcohol test.
- In the event of a non-negative test result an employee will be stood down and sent for further testing. The outcome of the test will determine the consequence, which may include termination.

Employees will not be treated harshly, unfairly or unjust by this policy. All reasonable efforts will be made to ensure confidentiality re personal information about employees

General Manager  
The Murrina Group

**Date Reviewed: 17/08/2021**