



## DRUG & ALCOHOL POLICY

Ashburton Crane Hire is dedicated to providing and maintaining safe and healthy working conditions, equipment and systems of work for all our employees. The company believes that there is no place for alcohol and drugs, or alcohol / drug affected persons in the workplace. Excessive drug / alcohol use has been identified as a contributing factor in many industrial accidents and can lead to poor work performance / reduced productivity.

Accordingly, it is the policy of Ashburton Crane Hire to provide a workplace free from the hazards associated with the use of drugs and alcohol.

Ashburton Crane Hire strictly prohibits its employees from being under the influence of any Alcohol or Drugs during working hours or whilst on Ashburton Crane Hire premises.

The use of prescription medication must be reported to management. In some cases prescription medication may preclude work.

The use, sale or possession of Alcohol & Drugs (or drug related paraphernalia) by all employees during working hours or whilst on company premises is strictly prohibited.

Ashburton Crane Hire reserves the right to conduct random drug testing and search personal effects and property in the workplace for alcohol and drugs.

Any employee found in violation of this policy will be subject to disciplinary action, up to and including termination. Any visitor or contractor found in violation of this policy will be refused entry into or be removed from company premises. Further action may also be taken with the appropriate law enforcement agencies.

Ashburton Crane Hire issues procedures regarding Drugs and Alcohol to all employees upon commencement detailing company and employee requirements.

The ultimate goal is to provide a safer workplace for all persons by adopting a proactive approach to both drugs and alcohol in the workplace, thereby helping to eliminate a contributing factor to poor performance and workplace accident.



Guy Black  
Director

25<sup>th</sup> March 2015