



# Drug and Alcohol Policy Statement

This policy applies to all forms of substance abuse

**ANC does NOT tolerate any substance abuse.**

ANC is committed to providing a safe and healthy working environment for its workers and others who may be affected by our work.

ANC recognises that the inappropriate use of drugs and alcohol by a worker can be a contributing factor in industrial accidents, driving accidents and road fatalities, and can seriously affect the safety and performance of people at work.

The misuse of prescription or over the counter drugs, or the use, possession, distribution or sale of illicit or non-prescribed controlled drugs on organisation business or premises, is strictly prohibited and may result in appropriate disciplinary action, up to and including dismissal.

Possession, use, distribution or sale of alcoholic beverages on organisation premises is not permitted without prior approval of appropriate senior management. Any storage of such products for operational needs must be strictly controlled in line with ANC's Drug and Alcohol Procedure.

ANC regards an individual's dependence on alcohol or other drugs as a treatable health condition, and as such, we will endeavor to provide proactive assistance to overcome problems associated with inappropriate use of drugs and alcohol, and make allowance for treatment, as we would for other illnesses.

ANC is committed to ensuring that our workers are only asked to work reasonable hours to ensure that fatigue does not become a factor and thereby encouraging the professional usage of drugs or alcohol whilst at work.

Workers who feel they are developing or already have a problem with drug or alcohol dependence, are encouraged to report their concerns to management for referral to appropriate treatment. These discussions will remain confidential, and in this instance, will not result in disciplinary action.

To assist us in maintaining a safe work environment, we will conduct random drug and alcohol testing.

Those who violate the policy will be removed from the workplace and may be denied future entry.

**Authorised by:** James Taylor

**Signature:** 

**Position Title:** Director

**Date:** 01<sup>st</sup> Dec 2021

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