



ALCOHOL AND OTHER DRUGS POLICY

This document outlines the Downer policy for Alcohol and Other Drug management and applies to the Downer Group; hereafter referred to as Downer.

OUR PURPOSE

Our goal is zero alcohol and other drugs on our worksites. Alcohol and drugs can affect a person's health and wellbeing and their ability to work safely and competently. It is essential that workers are fit for the inherent requirements of their work and their judgement is not impaired by drugs or alcohol while at work. Compliance with this policy is a condition of entry to any Downer workplace.

OUR COMMITMENTS

To achieve our purpose, we will:

- applying a Just Culture process to enforcement
- enforcing compliance with this policy
- preventing workers presenting for work, or continuing to work with the presence of alcohol or drugs (illegal, synthetic, or legal drugs being used off label or misused) in their body
- mandating participation in drug and alcohol testing
- conducting drug and alcohol testing of workers under one or more of the following circumstances:
 - on a random basis across Downer workplaces to determine their fitness for work
 - on a mandatory basis before work commences
 - testing of workers involved in safety critical roles
 - testing of a worker(s) following a significant incident or where reasonable cause has been observed; and
 - testing under self-test/ voluntary arrangements
- promoting education and awareness of the risks associated with drug or alcohol use and the importance of seeking help early
- providing a suitable Employee Assistance Program (EAP) to employees and their families
- maintaining confidentiality and protecting personal details concerning the management of any worker affected by drug or alcohol use, or those that voluntarily seek assistance
- communicating the requirements of this policy and supporting processes, and the prohibition of possession, manufacture, or consumption of drugs and/ or alcohol while at a Downer workplace.

All our workers share our commitment by presenting for work in a safe and fit manner, complying with drug and/ or alcohol testing as required, reporting any prescribed or over the counter medication which may affect their ability to work, promptly reporting any suspected breaches of this policy; and complying with all procedures, training, and instruction relating to fitness for duty.

Peter Tompkins
CEO and Managing Director
Downer Group