

# Alcohol and Drugs Policy

At Kitcher Risk Solutions we are committed to being a leader in delivering safe and healthy outcomes for clients and our people.

We aim to achieve an alcohol and drug free workplace for all employees, contractors and visitors. We encourage client organisations to adopt our practices and will not consume alcohol or other drug while on client premises.

We will support employees to recover and rehabilitate from an alcohol or other drug problem.

Kitcher Risk Solutions retains the right to test employees for the presence of alcohol or other drug immediately before and during work.

## Responsibilities

The Director is responsible for:

- providing and maintaining a safe working environment
- promoting a drug and alcohol free workplace culture
- Educating employees on drug and alcohol matters
- supporting any employee who reports an alcohol or drugs problem

Employees are responsible for:

- ensuring that they are free from the influence of alcohol and drugs when performing work
- Reporting all occasions where external testing, e.g. roadside police testing, has resulted in a non-negative result
- Complying with client alcohol and drug management, testing and reporting arrangements including, where relevant, arrangements aimed at complying with rail industry legislation and regulation.

This policy applies to all business operations and functions, including those situations where workers are required to work off-site.

For the purposes of this policy a zero blood alcohol level is considered to be less than 0.02 gm of alcohol per 100 ml of blood, and other drugs shall be defined as substances which may impair a person's capacity to work safely.

Policy authorised by



Clare Kitcher, Director

Date: 1 July 2016  
Alcohol and Drugs Policy V1.0